VISIT…

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! !

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$! " #

! $! "

?.#(%.%1 /1,%24.'%.

B 681C4AB278434A=U=34 0DB34=4=<0= F4
=86BC40=B-D6014ID 48=4A=;48CD=86384%78;>
B>?78B4;1BC0D2748=4=U2:1;82: 0D5384 5AU74A4=
(HBC4<4F42:<RP8658=34:0== D27 384,8BB4=
B2705C3B48=;4A: 34A48C0D=38=48=4BAC4C86=4C
F82:;D=6146A85544434A34AB828<BC0=364,0D1C
B84D< 48=4=6A>P4>34A;48=4=(27A8C4C48C4AD
5TA34AF=8A3E>=B4;1B6C4=4866C48=B48=4A7R;C=8B
ID 34< F0B87<E>A74A68=6I4864=D< 0D5384B4
AC34DC;827 <0274= E>=F4;274<%D=:C34A=C
F82:;D=6>34A34B(C8;;BC0=34AB84,8BB4=B2705C
0D5=47<4D=3=027F4;274<=R27BC4=34;4AB84D
5TA34A6=434=:4 A F8A3384)48;=07<40=B48=448
64=4=>AB27D=647=T74AB?0==4=F4==4AI486CF84
18B94CIE>=(CD54D (CD5430B7T27BC=34;E4A547;C
F>A34= 4A =5R=64A8=34A%78;>B>?78A=0D5
384B,48B4 F4==0D271;>P78BC>A8B27A;RD586
B27>=384464=BCR=34==4= D< 3844BID CD=BC
D=3F4;274E>AID6BF48B4=48BC4A;4CIC4=07A
7D=34AC4B27R5C8612=,4== 4B4=3;827D< 384
,07A748C27RCI4D=314DAC48,D=,4A=4=>CF4=
3868BC0D2734= AACDI:4==4= B>8B4C8=4B>;274
0ABC4;;D=F6>7; 3841 4BC24=3B0=5C4BAC4434<
=5R=64A34= AACD34AU14AFD=34=4A34=B>;; ID
I4864= >27 30B4F827C0;;4A384B4AU=34=8<<C
ID F4==4B=827C;>P48=4=4D4'4C7>34>34AE4AR=34AC4
=B827C48=48=I4;=4=0C4A84=B>=34A=

48=4 4AR=34AD8=6 46A855A%78;>B>?7B4;1BC
68;C84AF8A3 4B30==4AFU=B2B8=F4== 384B4A
46A856D27D=017R=68E6=34A,07A748C3844A0=
B827>34A DAB?AU=6;3207D6;4827 7;B30B=0CUA;8274
64B27827C;8 4B4D;C0 AU74A<4A P;D=64=4A<U
7D=64==827<47A8=B48=4A;>P4=;;64<48=748C
B>=34A0;B48==>CF4=3864E641=8B4A03384B4A
-48C4AB2748=C
J

" !# "

84 4B27827C34A=4D4DA>?R8B2778;>B>?784
F8A364A427=4C< *<BCDA34A(27>;0BC318BD5
3846464=FRAC864BC'4=S 4B20AC46841
=5R=64A34A=4D4A4%78;>B>?784E>;DC8>8=FRA
48BC4B48=4A0C8>=1460==30<8C0;;4=-DB0<<4=
70=6<8C34A5AU74A%78;>B>?784D1A4274=U14A
0;;4BF0B8=384B4,8BB4=B2705C87<64;48BC4C
F0A F84<8C34< (27F0<< F46ID507A4E=3384B4
60=I E>=E>A=6;4827 7;BFRA4E>87<=84?78;>B>
?784AC>A34=F8434A5ID10D4=84 =>CF4=3864
>;64 48=4B>;2746R=I;8274!>BA48PD=60A0;;4A
38=6B30P384%78;>B>?784=48=4F48C48=3
7480DAU2:CA48=4ACE>=*=<U=386:48CU14AF4;
2743846A84278B2778;>B>?784BB27><8C87A4=
4ABC(27A8CC78=0DB0A +>= 34A0=34A(48C4
:>==C4384BDAU2:CA48434848=50;C34A,8BB4=
B2705C4;1BE>AC48;7B48=B84>6 B8273D3DA27DB
34A48C4D=3 DB1A48CD=384B48=34< ;C4ACD<
B>F84=34< "8CC4;C4B27>=4A70;C45B0D548=
48=I8649B6A>1;4HDAU2:30B=D=3DA2BD:I4BB8E4
DB347=D=6D=3=02734<8< 48=I4;=40;;4B30ID
E>A14A48C4ACD 34A6A>P4=0;;4BD<50BB4=34=
D5601434A=4D4A4%78;>B>?784274AF48C47A0C
B 8B048=0738444ABC4827E>=B4;1B3CDA184C4=48=8C834A
%78;>B>?784==<0= B06C384B48384
B27;427C4A38E>6E>A=0=50=64=38BB4=B2705C
B <DPC4;B>B27>=E84;F8A:4=F4==<0= 0D27=DA

8=34< (8==E>=E>A=0=58=630P<0= =827CDB34A
5AU74A%=78;>B>?78430;BE>=)(1 14F84B4E>A
0DBB4CIC4A 6A84278B2704;4BB>;;B>645A06C
7014=,0B 30BABCD=38=34A60=I4=#0CD34A
8=64 N;C4BC48 84AF0A30BE>=E>A=0=50=64=
>194:C8E4<48=C4B20AC4B45A06=DA,0B 8BC
30B&?1)#(ABC4=3330A0D5==C41A34===0CUA
;827=827CB=CF>AC4;B 27B4;1BD=30D2727
B4;1B7T27BC48=B=B47D=634B(48=B = 384B4B
4ABCD4=<8CC4;10A8BB4B>;;C48282737<30==4ABC
0;;4B0=34A41F8BB40=:=U?54=0;;4B=DAF07AB48=
8=F8454D=38=F84F48=B<8C94=4<D=<8CC4;10A
F8BB4HDB0<<4=7R=6CD=8BC14A>554=1034A
(0CI #("). 7T27BC4=BB60=6B?D=5CUA827
D=3.41 5UA<827 34A-DB0<<4=70=634A3DA230B
=:=U?54=0=384B4(0CI>34A0=30BD=<8CC4;10A4
4FDPCB483=4B486=4(48=B4=CBC47C= 0;B>
8<<4A=DA48=BD194:C;8E68B274B48=3 7 827:0==
8<<4A=DAB27;84P4B>64F8P27 18=B>64F8P<DP
8270D27!..%(-%. 30P DBF B4841=14A
F8448 64=C;827 D=3 D=C4B827>34A<8C87A4<
F07A4=%A8=I8?34A0D27=DAF84B84<8C34< 27
18=B4;1BDDB0<<4=70=64=F8A3DA270D=B2764
I486C84 %78;>B>?78448=6CB0;B>784A=827F48C40AB1D 48=4A
1;>PBD194:C8E4F8P748CD=3IF0A
=827C14A384AC34AG8BC4=3840;;48=4864=C;827
IF4854;705BCB>=34A=DAU14A384G8BC4=0I;4B
34BB4=F0B0DP43A4< (D194:C8BC84B8< 0;;64<48
=4=
*< =D=014A30B+4A507A84B4B20AC48B48=
I4;=4=ID 14B27A4814B><027C4AB827D< AD=3
B0CIE>A;RD5386 0;;4< ID IF4854;=90D< A427B8
274AID6474D=360=I64F8FD B48=B827E>=9434<
+>ADAC4185A48BC7014=E>A;RD5386 4B5UA&!,2#(
ID 70;C4=F0B4A18B3078=0;BF07A0=64=><<4=
84B4A0G8<4 FDA3414B>=34AB>=34=)74>;>64=
745C86?>=84AB84<48=C4=0D384,48B4 B484B
20AC4B=3%-0/1;1%1C748BC4==48=4BCUA14
4A3846 47>55C4<>=BCA0C8E>=< 0B48=>CC4B4

B27A8414=34A645D=34=FUA34A0;B C748B8C4A14=
0D5384ACF4A34F4=86BC4E8A;RD5486=E4A34A1;8
274!47A464;47AC<0= 3UA5014A=827CTB4BCD=
30<8CDC4B74A0DB:><<4D 36; ;;48= 34A(8==8BC
3>2748 64=C;8=27A34A30P<0= 8=34A%78;>B>?784
=827C5BJA=07A0==47<4=B>;; 47 <0= 4B8=B48=4<
-DB0<<4=70=64A:0==C=34< 827384%78;>B>?784
0=50=64F48P827?78;>B>?78B4827 64=C;8=27
=827CB4BE4ABC4B7C2E>=B4;1BC306464=3B94=4
"0G8<4 F4=864AD 18;;864=F4==B84=30A0D75B=
5U7A=EDA30B-)1 D=<8CC4;140A8BB40;B>30=DA
#(2%,"2=38AD=<8CC4;164A8P18==DA)#(2%,"2=3;B D=30<4=C
4A:4==4=D F>;;4= 34==384B4B>64
=0==CD0=<8CC4;140A8BB4<48=4864=4(48= 8BC
<8A8=34A)0C414=B>D=146A485;827E84;;4827C
=>27D=146A485;827,80A;;4B30BF0B827E>A;RD586
5UA50;B27=34A3>275UAF4854;705C=64=><<4=
+4ABC4827=34=-F4854;0=34= 8=64=A427CB>
7014827414=B>F>7C)=<48=4<4864=4(48=ID
IF4854;= 4A -F4854;34B4B20AC43B4AB827D
=R27B=CDA0D5384B8==;827A:0==C48=64 4ABCA42:C
:0== B827=8270D5387A4%!,)3;3U14A70D>?84A8=
9434<(8==14I8474= 34==8=8A64=348=4<DP827
B84874=3>27ID64BC4744A F07A4(8==<48=4B
-F4854;B0== =DAB48=30P827384BB88==;827A:4==
10A4=8=64 =8276C=$%- (8==ID B486;0D14=0==
8=F4;274< 30B1)').!, 30B5/. 2)#(2%,"2(3484=
348BC34==87A(48=8B(48=>A868=0;4BBAB474=8=
87=4=4CF0B4F>A34=4BD=38=F8454A;;4B4F>A
34=4E>=",/: !"(;.')'%1 D=3).2/&%196%)&%,(!&3%1
'40;8CR8CB8=B>54A0== <0= B064=B84B484!=
2)#(2%,"2B>=IF4854;705C48B48=>34A4BB4887A4
#0CDAF8B274=48=D=3#827CB4B=B27F414=
14= 384B4BF4854;705(48=<DP827014A0D278=
<8A0=4A:4==4=0DB34<B4;14=AD=340DBF4;274<
8270=34= 8=64= <UPC48270;B>0D270=<8AB4;1BC
IF4854;= =34B34AF4854;34B4B20AC40B34A40
;8CP3CA8=64 70CF8A:;827=8270384B?4:D;0C8E44
34DCD=384F8A87<B>4146464=34AAD=3B48=4BF4854;BBC

B4=30B34A(27T?54A7014=:T==C4<827<8C34=
=>CF4=3864,07A748C4HD CRDB2740B F07A4
+4A7R;C=8B34< B827384%78;>B>?78=87A4<=
50=6646 4=0;;4BD=30;B>0D276464=384<0C74<0C8
B274=,07A748C4=1458=348BC=827B384D 14IF48
54;=34==F84:R<4 B84=DAU14A70D30DD B894CIC
B27>=D< 464=BC0=87A4B=:4=B ID <0274=
B>=34AB=84=8=5023078=64BCA,48=D ;0BB4=18B
B84< +4A;0D87A4B27;427C7B>==E>A=0=50=64=34=
*=C4ABD27D=6=B4;1B0D5384+>A0DBB4CID=64=
5U7AC8A3E>=34=4=87A,07A7480170R=6C
#02734< =D= 4B20AC4DB5384B48270C14=B47A
C845,48B4 0=0;;4< 87<E>AB4FDPCB484:><<4
=4=64IF4854;6A064A>1 87<34==60A=8270B1A86
1;4814F>A0=4A0DB34=5AU74A=645U7AC=34A0=34A=AU=34=
414=50;;B>27IF4854;=T==C4$1
6;4827 4A=D=0=0;;4< 64IF4854;D 7014=B2784=
1;8418 7<3>27=>274CF0B1A86R<;827A B4;1BC
6%,#(%B>IF4854;C4827B>54A4=A0DB>?5 R=
34= UP4=D=30=34A=TA?4A;8274;843<0P4=14
BC0=334==0=34A40;8CRE>=384B47=0CC4A14
A486B4IF4854;CB>=34A=DA8=F8454A4AIF4854;C4
3 7 8=F8454A=1$!#(3% =34< 4A=D=384B46B4=0D
D=C4ABD27=C4=C4AID 58=34=30P4A0=384B4<
=R<;827 0=)#(2%,"23B>54A4=A$!#(3% 0DB=%).%-
34AAU=34ID IF4854;=E4A<T64384 87=0=34=0=
34A=8=64=ID IF4854;=14F>64= 4== B064A827
<06 =D=F0274=>34ACARD<4B=>$%.+%827 3>27D=3
18=D=3B>;;C8427<8278= =B47D=60;;4B0=34A46=4
8AA70 14=B>6!1 8273>27 34==8278AAC4A0<@D80
4AA010<D=334A*A7414A34A#0CDA06 =>27B>
:D=BCE>0;=64=><<4=F4A34=B>:0== 4A<8273>27
8=384B48A=B827=8327CRDB2734==D< 64CRDB27C
ID F4A34=<DP8272%). 0 94<47A AU=3434B
-F4854;BE>A641A02F4A34=34BC=47A AU=344A
;0=648273 84<827E>=<48=4AG8BC4=J14AI4D64=
34==94T5C4B27IF485;434BCT5C4A4FR7A827
<48=4 G8BC4=I0;B>30P F84827<8270D27F4=34
8278<<4A786=64=TC868=8=384,>AC40DBID1A4

274= 27IF485;4827 34=:4 0;B>18=827
84B8B0;B>30B14AU7<C=468C>4A6>BD<34B
4B20AC4=B8C34< 34==0;;4A38=6B5;0=64-48C6;4827B03=4A
AD=3C>34A=4D4A4%78;>B>?78=4
6464 14=F0A30B=8448=0D14A64F8A:70C3DA27
34=384%78;>B>?78=4*<:A48B34B(D194:C8E4=
D=34A)0CB0274B1;>PBD194:C8E4F=DPCB48=B
6410==E0A T74A64=><<4=014A;068=34< >68
C>4A6>BD<>34A8=34< =CB27;DF>A4A0B;4B5UA
IF4854;705D70;C4=18B4B<8C94=4<0;;48=D=<8CC4;
10A4F8BB4=0D5BA64=348;48B4 8=+4A18=3D=64
1A027B48 8=384B4<=CB27;DF06384=CB278434=
BC4>BA48PD=E6=0;;4ADC>A8C30C<8C0A384
A48748304%78;>B>?784AD=643384B84E>=384B4<
D64=1;82:0==827E8434E4A;84A4==C4
B 8B;0A64=D6F84 4B20AC40B5384B4B68C>
4A6>BD<645U7A0A34(48= 0D?CIF4854;0A F84
<0= B827E>=8A64=348=G8BC4+U14AI4D64T==4
84B4AF4854;B27848=7< 8= =B47D=634ARDP4A4=
8=64 D=U14AF8=3;8;7A BC4;;4=DP4A8=64 E>A
384BF8A3=8276C4;4D6=4D=3F8AB8=3>60A4=T
C86B384D=BE>AIDBC4;;40=14A>13848=64 384F8A
D=BE>ABC4;;4D=3F84F8AB84D=BE>ABC4;;40=27
2).$ =R<;827 4:%1D=BD=017R=68B6>=D=BB>B8=3
384BBB8384A064 0D5384B:48=4D=<8CC4;10=4C4
F>A6681C4B20AC4B>;;C40;B>48=4%D=:68=34=
F> 4=:4= >34A+>ABC4;;43=4== A D=C4AB274834C
14834B827CD=3(48=D=<8CC4;30=A8=BDB0<<4=
50;;4= D=3384B46;0D1C4A3DA2B48=>68C>4A6>
BD<645D=34E=D=330B827;;4AF4854;B48=4'A8=D=6=027=DA
0D5384G8BC4=14I847C3>6;0D1
C4A<8C384B4<0CI0D27.,,%. -F4854;U14AFD=34=
< >68C>4A6>BD<6;0D1C4B20AC4B:4= D=3
(48=0;B4.-)33%,"!1834=C8B427.0==CD 7014=
4== 4A;4D6=48=B?RC4AA=;RAD=640=D5B4
BC8<<C4B3C4P34A(0CI >68C>4A6>BD<E>=87<
0;B48=(27;DP 48=(H;;>68B<DB64<48=B48-D
48=4<E>;;BCR=3862F;DPFUA340;;4A38=6B=
$14AB0G47TA4=34AB>;0DC4S4=4 @D>2>68C0C

4BC34A*=C4AB0FFRA430== C@DD8>68CD=334A
(27;DPB0CIA6>BD<(> :0==4B5A48;82478B20AC4B
=8276C4<48=7C014=34==30<8CFUA348 4A(0CI 27
18=ID 48=4<3DA2748=4+0;;64<48=4+(0CIE4A<8CC4;
C4=8=384B4BH;;>68BC8B2 74<=FRA4384D=<8CC4;
10A44F8P748CE4A;>A4=84 "48=D=634B4B20AC4B
8B0C;B>30B(D< B488=34< >68C>48=64B27;>BB84=
87<B27>=<8C146A855D43>7=4F48C4A44A<8CC;D=6
6464 14=84A0DB>;6C34==30P30B2>68C4864=C;827
B>E84B060C;B 2>68C0=BD< F8434==U14A70D?C
30B-48CF>A.C8=40=34A4434DCD=760C1D=3=DA48=4
-DB0<<4=I847D=6E>=%AR38:DC3 >?D;0 8BC
;46>748P=8827CD=34A40BBD<;464=B8271 8=;4
B4=3>34A48=4B4=34A 84B4B(D< 2>68C0=B=
=D=0DP4A34=<8278384434DCD=760 14=0;BFRA4
827.)#(320;B34=:4=3 0;BFRA4827=DA8< 4=:4=
30 >34A0;BFRA44=:4= 384(D1BC0=148=4B(48=B
4== 4B20AC4B2A8297C=4B27 34=:4 B4;1B=CA0DB).$%- 4A
34=:C>34A1F4854;C8< 02CB48=4B
-F4854;B 0B 4=:4= 8BC;B>=DA48=44BC8<<D=6
>34A48=4ACD=3,48B4 34B(48=B9030B2>68C07BC
B>60ADA384434DCD=68271 8=8< 423!.$%34B
4=:4=B 4A -DBC0=34B4864=C;8274=:4=B 8BC
14:0==C;825UA384<48BC4'4=B274=48=7T27BB4;
C4=4E>AU14A6474=9048=D==0CUA;8270748B4<
B846 4FT7=;8278>10;3;B<T6;8277 4A0DBIDCA4BC4=
274= 4:0==C8B3B(278;;4AB278$5CB27>=F0A827
D=3701 F07A;8277=60A=8276B43027C=F0A 4B
20AC4A0D27F84B27>=14<4A:C30B,>AC$%.+%.
8=48=4<B47A;;64<48=4(8== F> 4B 0D2730B
B8==;8274F07AF4A34=>34A,07A=47<4= 1434DC4C
;;48= 8271 8=900D27=8276<<4A8< -DBC0=334B
B8==;8274;07A=47<4=B ,>;;C4 <0= B064=B4;1BC
8< (27;0547TA4B=8270D534==827CARD<F4=86
BC4=B>1;4816<<4A384$7=<027C8=34A8271F0A
=8270DBB?A4274 18=F84827 4B8< (27;05 908<
+4A;0D54B64FT7=;8274F0274=34=414=B0D27
=8270DBB?A42D4 33>27D=BCA48).860B 8=34<
2>68C1=46A8554B=D<748P0C;B>=DABD<@DD2>

68C0=8271 8=0;B34=:4=3 3 7 8=384B4 4BC8<<C4=
AC34B(48=BF4;27434=:4=64=0==E8A3D=3384
=DA48=4.$%1%ACID B48=8BC0;B 384434BTA
?4AB34BB4=ACID B48=30A81=4BC4730P4A34=
'0D< %1&?,,3 7 E>=384B4<0D< 34=4A48=
=8<<C94340=34A=TA?4A0DBB27;84PB 8=34< 2>68C>
48=64B27;>BB4E4<70C0;B>=8276384434D
CD=648=4B=1438=6C27 18=B>=34A=DA3844
34DCD=48=4B 27 18=!4&'%6)22%%)2%L =R<;827
414=0;B34=:4=3 8=384B4ACID B48=F4;274<0=
34=:4=3=4==C074A:0== 0D278=34< A6>BD<
=8274C=C70;CB48=27 18=D=1438=6C48B4 B>=
34A=DA 27 18=0D564F8BB,48B4 +>= 34= 8=64=
:0== <0= 014AF84B27>=64I486C4864=C;827 27=DA
IF4854;=30PB84D=1438=6C.$ 30PB84014A0D564
F8BB,48B4 B8=3384B;RP4B827D5384B4;148B4
74A0DB1A8=648=4 4B20AC4B48=D< 74A0DB1A8=6C
B 8BC14=B>A827C86B27;84P4=27 IF485;40=34A
'40;8CRC34A8=64 0;B>B8=3384>34AF4=86BC4=B
0;B>B8=3384)#(3 '!1 .)#(3 4== 0=34< F0B60A
=8270=30D548=4,48B4 8BC0== 8270D27.)#(3
IF4854;= DB <48=4<-F4854;B4;1B0C=34A40;8CRC
34A8=64 5>;60;B> IF0A=8276C30PB84D=IF4854;
705C=34AD=1438=6C8=3014A3>27 30PB84D564
F8BB,48B4 B8=3<47A5>;6014AF8464I486C0D27
0DB34< 27 34=:4=8270;B30P8270D564F8BB4
,48B4 18= ;;4B 014AF0B=DA0D564F8BB,48B4 8BC
8BB27>=414=30AD48=IF4854;705C84=34B<
F07A4=(8==34B=8270C,>P4<?8A8B270=3BD194:C8
E4= B>=34A=4B>194:C8E0=3?78;>B>?78B274=
-F4854;BBC0;B>30B(48= 30B827<8AB4;1B0
B27A481B4>IF4854;705C;B30BF0B82734= 8=64=
IDB27A481;48= F8AT==4==>27F48C4DAU2:6474D=3
B>60A0B#($%.+%B4;1B8=-F4854;I8474= F4=86
BC4=8=34A434DCD=6384BD=BCA48C486B20AC4B
70C84B4< DBB?AD27 27 34=:4 ;846=R<;827
IF484A;48D6AD=34 30BF0B8=<8A34=:CI F0B
94CI4=IF4854;C 30B0D5384B4B=:4= >34A
-F4854;=45;4:C84A4=34DA8=34<$)%2%%2=4BABC4

0;B<8C3827334=C8B427:4==C3064827 #(34=:4
0B #(34=:448BC;B>B48=4A7A748C=027:48=4B
F46B4CF0B=<8CC4;10A4B4=CBC47DA3DA27384
'45;4G8>=F4;274B827D530B4=:4= 8=<8AA827C4C
F4;274B4=:4= U1A8649B27D=017R=6864>=94=4<
0D54B'45;4:C84A4=34E>=BC0C6474CF848273 4==
B>60A=34A464; 34=:4 >7=4<8AID B064=$!: 827
34=:4 >7=4384B44=:4= B4;1BF8434AD 34=:4=
9030BF07A44=:4= <DPB>60A8=>194:C8E=01
7R=6864B>=94=4<0D54BA45;4:C84A4=3B4194:C
B48=>34A4BF8A3D< B>F07A443=:4= 94F4=864A
E>=34< (D194:C3827=4B48=<8B27C 4B0;B>
IF484A;48BC30B4=:4=34 D=330B0D5384B4=
:4=34'45;4:C84A4=B4=34B0;B48=B<8AB827C4C
I4=34 >34A304B48=>194:C8E4B>=<8AD=017R=68
64B4=:4= 6814B>:T==C490384B48=94=4AE4A<48=
C4=8=7486<34A8=34<4B30B41201?.',)#(%4=:4=
2)#(IDB27A4841C4=30A8=T==C4BB827CRDB274=
D=330B27 34=:4:T==C4=827<47A0D5B827014=
0;B34ADB3AD2:34BB48=27<827904 14=B>F>7,4384=427
E4A30D8427<0274(R5C48276474 >34A
827A48C34==4B8B8>27=8274864=C;8207B34=
:4=34,4B4= 30B647C>34A30BA48C4B34=:C8=
<8A4BF8A3B=<8A643027C8B30BA48=40:CD<
6;4827F84270D27<8C6;48274AA427C86DB=064
27CARD<C4=3 BCARD<C8A 84 4F8P748CF4;
274 4B20AC4B4=< 2>68C4>A6>BD<IDB27A4817C;C
0;B>B4;1B3C0B4=:4= =8270DBF4==4B48=44
F8P748BC3>8B4B48=41;8=34D=36430=:4=;>B4=
384B44F8P7486=34B=U?5C4B20AC4B;4B0=34A4
0= (48=%A8=I8BBC;;4B F0B414=B>;0AD=314
BC8<<43=64B474=8A3F8430B2718=<DP0D27
F07AB48=;;48= 64=0D40ADB643AU20C= 384B=DA
B>E847;48P4=;;4B F0B<8C94=4A;8=34=4<?8A8
B274=4F8P748C384827E>=<48=4<486=4=48=
7014IDB0<<4=7R=6C34AF0B8<?;8I8C<4BC34<
2718=64B4C8B3<34AB8274AF48B4=RPC;BIDA
+>;;BCR=386:48C4B4=>ABC4;;D64=67TA86DP827
0;B>414=B>F07A0==47<4=F84384B4BB4;1B6C48C4A

647C=B827C=R<;8273P4B0D27>194:C8E=3D=01
7R=685E>=<8AB>B485>;6C=827C84 ,07A748C34B
27 18=:0== 414=B>6D14CBC474F4==827=DA64=T
C861C3=94=4B=34A0;;4BI <48=4=TA?4AD=3
3840=34A=0D5B7=B2748=1C4A=5;84P4=34=64 <8A
E>AIDBC4;;4== 82748=<0;0;;4B0=30B27 18=
:=U?54=F8;; <DP8270D273 0A0D=54AI827CD=94
<0;BF48C4D :><<4= 0;BID 384B4A>CF4=386:483C4A+>ABC4;;D=6
0;;4B0=34A=0D27.0== 4B<8AF4==
827<8AB4;1B3C4A'8CC4;?D=0C;4B;8BB4=B18=ET;
;866;48276U;CB4B8=>130BF0B827<8AE>AIDBC4;;4=
64=TC861C3=D=017R=685E>=384B4A>ABC4;;D=36
8B<34A=827CF844B D< 4B20AC4B6=4B48B?84;
ID 1A0D2745UA34=)ARD<4=34=B>;0=6AC ARD<C
ET;;866;48276U;CB3BC
4B20AC43B4< 4B48=<0;=8273 0AD<ID CD=F0A
3848=64 ID 146A4854B>=34A=DA30AD<ID F8B
B4=30PB842%)%30B,4=86BC4F0B<0= E>=34=
8=64=F8BB4:0== FDA343DA2B348=4=>A60=6
*AB02743 0P384B4A064 >1 D=B4A4=>ABC4;;D=64=
E>=34=RDP4A8=64=8=34A)0C4CF0B=CB?A4274
5UA64A0D<448C0;B 0D?C5A0684=34A%78;>B>?784
14CA027CDA34 B 7RCC34< 4B20AC4B=I=074
64;464=B27>=D< ET;;864=340;8B<DB>ACID6474=
3 7 ID 34< (HBC4<F4;274B1470D?C4 0P384
8=64 =827C194:C8E=DP4A=BB>=34A=DA8=D=
B4A=F4==6;4827=>CF4=3864=>ABC4;;D=64=G8BC84
A4= ;;48= 384B=>;;C4A=8270D< 3074A94=4A>C
F4=3864=>=B4@D4=D 4=C6474=07< 4AID 48=4<
0=34A=46A85B48=4D5;D27C;48; 384=>ABC4;;D=64=
:48=4 UA6B2705BCB827B4;1B6B>1430A5B48=4B
?1'%. 5UA384,07A748CB48=4A>ABC4;;D=64=
DP4=38=64=784AB D274C0DB34< (D194:C8E=8=B
$194:C8E=D :><<4= -%3!"!2)2 384B4=UA64=
58=344C8= >CC34BB4=0B48=014A30==E>A744F84B4B48=
<DP 84B14F4A:BC4;;8C34==:UAI
;8270D55>;64=34AC B 8BC=<8A34A46A855=48=4B
0;;4AE>;;:><<4=BC4;B4=B 84BF8A3D;B4<?8A8
B274)0CB0274>A0DB64B4F84C30B27 34=:4414=

0D27=DA48=4<?8A8B2740BCD<8BC#D=647TAC
014A1D< 46A8554B0;;4AE>;;:><<4=BC;4B4=B
=8270F84<0= B?RC4A3B6C34A46A8554AG8
BC4=U14A70D32==B>D=64B2782F84 0=C384
B4=4F48BE>ABC4?;C46C4B20AC43B4< <0= 8=
=4A70;1B48=4A4=I4= 34=60=I4=(270A5B8=D=3384
648BCA49J24C86:48C=3 4F46;827:48B48=4A0
C8>HD4A:4==4=<DP =8270D B27;84P43=4AF>7;
FDPC430P G8BC4=U14A70D4CF0B464=+>;;:><
<4=7480D=3*=E>;;:><<4=748C;48276U;C864BC
4B647TA0D< 46A8554B0;;4AE>;;:><<4=BC;4B4=B
0D2734A46A8554A/36%.$)'%. G8BC4=(F84827
0;B>>CC=DA34=:4 <DP8270D2748=B4743=0P4A
4G8BC84B4C8B0C;B>34AD=C43B4< #0<4= 34B>=C>
;>68B2741=4:0==C4AF48B34B0B48=B>CC4BDB
34< 1;>P4=46A8554B0;;4AE>;;:><<4=BC;4B4=B
F8A330==F48C464B27;>BB430B0;;4AE>;;:><<4=BC4
,4B4= FUA3484B4EB27B48=F4==4B=8270D27
30B0;;4AF07A705C86BA4784A48=O14A60=E>=
34< 46A8554A18B94CH=DA0;B48=<4C0?7HB8B274A
64=><<4= B2784=D <>A0;8B2748=64=B2705C4=
48=4<B>;2749;B><UPC43B0D27D=<T6;827B48=
D=3D CRDB274=8= =B47D=634A<0C74<0C8B27;07=A748C4=
B>=34A1038P 4B20AC483B<4A=DA
384BD=3=8270D27384 0;;64<48=4=46A8554B>F84
3844B4CI434B4=:4=B *AC48;4=D=3(27;84P4=B
14IF4854;C 414=B1D=<T6;8273 0=DA>CC384B4
)RDB27D=164F8A:4=T==C48= =B47D=634AB8==;8
274= 8=64 84AF8A3074A=D= >CC=02734<48=
'!.9 !.$%1%2A8=28?8D><6=>B24=08864=><<4=
F0A 3>270D27=>270=4A:0==C;B30B6!(1% A
:4==C=8B?A8=387 0;B30BF0B0;;4AA:4==C=84BABC
,07A748C4AC48;4=4 4AD5D=6D5384,07A705C86
:48C>CC4B0C1U1A8649B534=#0275>;6434B4B
20AC43B4= A0=I>B4=!,%"1!.#(% B>F4=8664
F8A:C30P4A384B4<A6D<4=C7T27BC4;B7A
B2748=;827:4B864BC4DC314<4A:C30P >CCF4==
4A4BB>=B6CD=3=TC86R=34D=B60AF>7; TA?4A
E>ABC4;;4==C4F4==4B0D27.48=46R14

,0B D=EB=34B< F827C86BC48=<DP D=3F4B
F464=827E>=34A%78;>B>?784B4B20AC4E>AIU6
;82748=4=46A85D 6414=64BD27C14 8BC14=
94=4E>=87<0D538407= 641A027C3/,/')2#(%
1'4-%.3 48 F48C4F4=8643ADA2730BF0B4A0D
P4A34<U14A384=5R=6434A%78;>B>?784470D?C4C4
0;B3DA2784D5BC4;;D=34B>=C>;>68B274F48B4B
8BC4B20AC45BA3460=I4 >;64 34A=4D4A4%78;>B>
?7841 4BC8<<4=64F>A34='0= :0== B064=384%78
;>B>?784E>2794C80<8C14B27R5C866C8PE4A
BCR=3=8B3B4=4=384B4A6D<4=G4A0=;0BBD661 ID
4=CF8AA4=30DB48=0=34AIDB4'4A=FUA
3868B384B4A6D<4=CD27=>27 F48;4BD=C434=
(27D;14F48B4<8C34=4=384G8BC4=>CC4B=34A
64FT7=;8274'4C07?HB814F84B4HD F4A34=?5;46
C418BD50=C=>278<<4A>14=0=BC0=3B 8BE>7;
ID 14<4A:4=30P384B4A6D<4=CE>=34=(27>;0BC8
:4A=:48=4BF46B=4A:0==HCDA34 4== >16;4827
B27>==B4;< E>= 0=C4A1DA4H=R7=;82740BD564
BC4;70CCB>F834AB?A827<3>27)7><0B E>=
@D8=0D5B4BC8<<C4B=AIU6;827FDA34=4AB>64
=0==C4=C>;>68B2744748B0D27464=BC0=34A
0=CB274=A8C80;;48=F434A0=C=>278A64=348=4A
B48=4A0275>;647C34=A427C4%D=:64CA>554=
4A 70D?CBR27;827B=CDA5464=4B20AC4B
F48B34AE>AIU6;82E7>= 0=C64;C4=64<027C=>A
34= 14AD70C534AB27>=4AFR7=CD=A827C864A
BC4;;D=6;B;0DC40BA6D<4=CB> 2758=348=<8A
384344434BE>;;:><<4=BC4;4B4=B =D=8BC14A384
G8BC4B4;1B4C=4+>;;:><<4=748C0;B>8B6=34A
34434BE>;;:><<4=BC4;4B4=BE>=B4;1B0D27384
G8BC4=4=C70;C48=4AF8A330==34A*=C4AB0B4B
(27;DBB46B4;4D6=4C0= B06C384G8BC4=B48=4
+>;;:><<4=748C 8= A4842:I F8A3DA27384
G8BC4=8827E>;;:><<4=4A>34A=4==384BFRA4
B><UPC48A414=B>F>7E4ABC0B4C4HD B27;84P4=
30BE>;;:><<4=4 A4842:<UBB4G8BC84A04=
=8274G8BC84A6<0= 8BF434AE>;;:><<4= =>27
D=E>;;:><<4= G8BC43AU2:C14=DA0DB30P30B

8=6 3 7 30PB48=4>;;:><<4=748C4=2).$;B>
8B3384G8BC4=I827C8=384B4A>;;:><<4=748C4=
B>=34AB384B30B>7=4F4;274BF434A30B8=6
=>27B48=4>;;:><<4=748C4B8=3;;48= 827701 4
B27>=14<4A:C30P 4B20AC4B27001D5)%2,48B4
B27;84P(48= A6D<4=C;0DC4E34;<47B> 34A#0CDA
34BE>;;:><<4=BC4;4B4=BFUA34BF834ABCA414=
1;>PID5R;;86D 4G8BC84B4=84I <48=4486=4
G8BC4=48=41;>P94&;,,)'%?A4:RA4=3414=30AD<
0=2)#(IF4854;7056834C0;B>:0== 30BE>;;:><<4=
BC;4B4= =DA=>CF4=386G8BC84A46=4= 384B4B
6D<4=CFRA4=D=14B>=34AB4== <0= B827U14A34=
46A85E>==>CF4=386G8BC84AE4=ABCR=3863830A
D=C4=ADA30B464=C48E>=ID5R;;86G8BC84AE4=A
BC47B>FRA4B064827646 4=384B4B6D<4=C=827CB
48=IDF4=34=14A 34A(27;DPB0C34B4B20AC4BD
C40=34AB3434A7>;4=F8AD=B=>2748=<0;34=60=
I4= (H;;>68B<DB0B E>;;:><<4=BC;4B4= +!..
=827CD5R;;86<8C78=DA=>CF4=386G8BC84B414=A
B0CI >CC3B330BE>;;:><<4=BC;4B4= *=C4AB0CI
0;B>B>;;C4AB27;84P4=!.. 4A=DA=>CF4=386G8
BC84A34==384B0;;48=8466=34=%AR<8BB4E0CC
34BB4B27;84P4A014A0;B>4G8BC84A4=CCF4=386
D=31A8=630==0D5384B4ACB2748=10;4A38=6B
74A0DB0P >CC4G8BC84A3B2748=3847)23%.9
>CC4B4F84B4HD 7014= 14A 4B8B4CCF0B0=I 0=34A4B1827
B064 >CC0== =DA=>CF4=386G8
BC84A434A=1827B0644A4G8BC84A6C%.$)' DB
34< 123%.4A:0== =DA=>CF4=386G8BC84A54=6C
=DA0;B>4G8BC84A4=CCF4=3866 6%.. %1%7)
23)%1314AB5>;6C48=4BF46B30P4A4G8BC84A8=
;8460;B>34A47;4A34B4B20AC4BB27(27;DBB4B
,8A :T==4=384B4=47;4A0D27B>0DB3AU2:4= 34<
$14AB0C30BE>;;:><<4=BC;4B4= :0== =DA/3
6%.$)' 4G8BC84A84E>PE>=34AAC34AG8BC4=I
384434 4B8B4CDA64B06430BE>;;:><<4=BC;4B4=
:T==4=82704&;,,)'%16%)2G8BC84A4=(27;DP
B0CI8=34A2>=2;DB8=B014A=827C47AE>=34A13
34AG8BC43384434 8=384B4<0;; FRA434A(27;DP

A827C8B>=34AE>=34AG8BC4=U14A70D?C>8BC
?;DB=2>=2;DB8>@4D05D4A8C?A04<8BB7 4B
8B64648=;>68B2748B4CI64547;C34A34A
(27;DP8B=34A>A< D=A827C8P $)%234A4864=C
;827447;4AB480== 8270D2730A0DB4F48B4=30P
4B20AC4B<47A4A4(C4;;4=B4;1B4C-)33%,"!1>34A
ID=R27F4=86BC4=B 0D5384E>=<8A0=64I486C4
ACB27;84PC48=4< D5B0CI34AU14AB27A84B4C
'0C8>=4B48 4G8BC4=C2C?A>10=C4B38=64>
<4CA82B8B?>B8C;0DC4B84>=:;DB8>=B> ;B> 8BC
4BF07A E>= >CCD B064=384G8BC4=B48=87<
48=4=>CF4=3864%1B4CIC78=ID 1 %7)23)%1%
0B !4CIC4BC=D=014A4CF0B0=I0=34A4BB30B
ABCD=3:0== =8270;B6;482764;C4=3C384B4=64B474=
F4A34=F843DA230B$34A0=6434DC4C
F8A3 4B20AC4B4;1B8BB827F>7; 14FDPC30P8=
B48=4<46A8554BE>;;:><<4=BC4;4B4=B4864=C
;827=DA38413 34AG8BC4=14BC8<<8C> B064A
8=34AB4;140ABC4;;D=6< 46A8548=4B<8C84AC4=
4=3;8274=8=6B8B4C=C70;C48=1;>P<T6;8274>34A
ID5R;;864G8BC4=8< 46A8554BE>;;:><<4=BC4=
0;B>34A46A8554A=>CF4=3864D=3E>;;:><<4=4=
G8BC4=I= 48=4A=34A(C4;;48=B48=4A "438
C0C8>5=U7A4C34=(27;DPB>0DB 27 58=348=<8A384
344 >CC4B8270=34AB34A64A03B>F84384344
8A64=348=4A<4CA8B278G=DA>34A48=4A07; =42
5R7A4C0;B30=5>AC42<8=DB2;0A4C38BC8=2C44;
;86>0349DB0CDAC?4AC8=4DC2%-0%1%7)23!3
4<4A:4=)%384B4B4<?4A>7; 784B06C4A0;B>
=8270349DB0CDAC?4AC8=4DC4G8BC0C=34A=
=DADC2%-0%1G8BC0C0A0DB5>;6C=D=0D271;>P
30P >CCF4==4A4G8BC84DC--%1 4G8BC84C4A
4B5>;6C8270$!: 4A4G8BC84AC F07A4(8==34B
(27;DBB4B8C<<4A=DA%.36%$%4G8BC84AC60A
=8270=34AF4==4A4G8BC84AC-G8BC84AC%1
>34AB>4G8BC84AC=CF4=3867 =8270D5R;;86
14A30<8C8BC;0A 30PB48=4G8BC4=I8270C4F84B4=
8BC
"8C384B4A8C834B4B20AC4BB274D<4=CB

6414=F8A=D=014AD 30P F4===8278384G8BC4=I
3>27384./36%.$)'% G8BC4=>CC4B4F84B4B=48 D=3384B4A
%'1)&&8B=D=4864=C;8247A94=8634A
E>=34A14BC8<<4=3BC34A=D=6 5UA38460=I4 >;
64I48C34A%78;>B>?78F4B4=8BC
,0B 70C4B0;B><8C384B4=A>CF4=3864G8BC4=I
>CC4B8D5B827
(27>= 8=34<F8A0;B1)#(3)'%.(27;DPB0G=IDA384
B4=0=4A:4==4=;B> 4G8BC84AC=>CF4=386%..
%1%7)23)%B27>=303DA2B?A4274=8A0DB30P34A
46A8557332%2D=334A46A8554B=>CF4=3846G8BC84
A4=34=4B4=B=827B27;427C4A38$%6B3)2#(%
6A855B48=3B>=R<;8273 0P34A48=4=34< 0=34A=
64=0D0D568=624 0P >CC=827<%(1 FRA4 0;B30B
1;>P=>CF4=3846G8BC84A,4H34= ,RA4 4A41 384
B4B8B>FRA4B0;;4A38=6B=E>=B4;1B6827F4ABC4
74=34A(0CI $!: 4A4G8BC8=AA0;;4< 5A06B827
0;B>
,0B 8BD=C4B4< =>CF4=3846G8BC84A4=34=
,4B4= ID E4ABC474=
=F8454A8=BC=CC30B=>CF4=3846G8BC84A4=34
,4B4=
(8=3 >CCD=3=>CF4=3846G8BC84A,4H34=
834=C8B2746A8554=F8454A8=B4CA-%(1 0;B=DA
384B4B
*< 0;B>30B4ABCD4 140=CF>ACB4>F484B0D5
34< %D=:CF> F8A94CH=C>27BC474<T6;8278BC
34==F8AF4A34=8=34A>;64 =>27<47A0;B48=<0;
0D5384B4=46A855BDAU2::47A4=B>D=C4AB2748F34=8=!,,%-
(48=
0 $!2 6!2 2330B(D194:C34B(48=B>34AF84
<0= 0D27B>=B806C30B,4B4=
1 30B%). B4;1B4E4;274B8827D 34< 6!2 8BC
0;B%AR38:E4CA7R;9DE>=34< 8270;;64<48=64B?A>
274=B064=0== 30P4B30B%AR38:DC7;427C78B=C
30BF0B8=9434<%AR38:486C64=C;82;748=?AR38I84AC
F8A3 B F8A3=8A64=3B=38=:48=4<<T6;8274=(0CI
4CF0B=34C4BDB64B06;C30B(48= ,4== 8271
B064%7R3>=B64BD=3B>F8A348=4AC34B>A60=8

B274=F48C4A4B?7HB8B274D;4CIC4B0;;64<48=4=
(48=B0DB64B06C34A%7R3>8B4C8=!8414=34A784A
48=4AC34B64<UC;8274(48=B <<4A 014A8B4C30B
(48= 30B0DB64B06F8A3#D=BC47C<8A014A0D27
5A48!2 6!2 230;;48=>34AA48=D 34=:4= /(.% 30B
(48= 30B8274ABE>=87<0DBIDB0647=RCC47014
8274BB>643027C3>7014827344=1%).%.%'1)&&64
3027C30B8=34< =>27=827CE>=48=4<(0CI>34A
48=4<*AC48;BC3>=34A414=34A1;>P446A8554B8BC
01BDA34=A48=446A855=30B(48=ID B4CI4=F0B
64A034=30BU14A34= 46A855=0DB6474=34=30B%AR
38:0C3BC#>CF4=386014A8B30B(D194:C474A0;B%AR
38:0CF84344==B27>=8=34A0;C46-64FT7=;8274=
!>68: 30B(D194:C30B=C42434=B30B%AR38:30C
>=B4@D4-6B=0==EDA34 !2 6!2 238B34A4
6A855=3 %7/#(<. 4B8BC;4A46A8554-46A8553-4==
8=*%$%-46A8554=:4827=DA414=30BF0B BC=8273=0B(48=
=F8454A8-27=D=$!2 6!2)2310%).
34=:4 B>8BC;B>784A=827C1B14A34=1;>P4=46A855
8=0DB6474=34B48= 4=:4= 8B<=>278=34=A48=4=
46A8554=48=64B27;>BB827:0== $%- 6!2 23=>27
:48=(48=148;464=34A0CCA81D8827:0== =827C
B064=30P4B48=(48=(!3 D=33>278B4C3=827C
#827CB>=34A9;;4A38=6D27CF0B4B8B414=30B
(48=B4;1B4C3/ 3/ 8?BD<=B 30B(48=8B87<
=>278<1;>P4=;4B4= >34A8<1;>P4=46A8554B8BC
30B(48=34B46A855B4;1B<34A4B8B34A%D=:CF>
(48=D=3 4=:4= 48=B BC= 384B4A>P748C4: 827
4BF4=86BC44B=4=D64=1;82:34=:4= 14A827
:0== 4B8=384B4A1BCA0:C8=8274CA70;C44B8BC
=R<;827D=<T6;82730P$!2 6!2 23E>=34< 827
=D=F48C4A>27=827CF48P0;B30P4B34A=50=6
34A)8C4;D 0;;4< >;64=34=8B014A=>27=827CB
B4;1B8BC4B8BD=<T6;82730P30BF0B34A)8C4;
384+>A0DBB4CID3=6A=50=6 ID 0;;4< (48=8BC30P
384B4B8270D27B48 384BMB48<(8==E>= G8
BC4=64=><<4= 3 7 E>< (48=0D270DP4B4< %
'1)&& 0<8CF4=34C8827D=B34A46A855=D=<8CC4;
10AD=3IF0A8=B48=464=C48D< F8A58=343=0B

F0BF8A0;B30B%)%.$%,"2B4BC8<<7CCC4=D=
!4#(F8434A0;B30B(484=34014A0;B30B(484=34B=
48=4<60=I0=34A==R<;827=DA8< ?AR38:0C;8274=
>34AF84F8A0D27B064=T==4= '%'%.23;.$,)#(%.
(8== BC0B3CF8A4BE>A74A0;B30B(484=34B< 4123;.$,)#(%(8==
3027C4=84A8B3B4E>;;:><<4=
BC4>=E4AB83>4B(D194:C8B=30B$194:C F844B8<
A48=4=46A855B30B1;>P4A48=(D194:CBD??>B8CD<
34==0D27384B414834=DB3AU2:4B8=3;48271434D
C4=3>34A84AA48=*ABC0=34B(48=BF0A B>8B4CB
8=D=<8CC4;10A,4A B48=4B6A855B414=E4A<T
64B48=4B6A855B30B(484=34B4;1BHD B48=8B4CB
D=<8CC4;147AF8A4BD=BE4AB4743=30B>194:C8B30B
6464=BCR=3;8284=34
4CA027C48A4B=D==R74A0;B384B46464=BCR=3
;827(484=34F84F8A34BB827D=B30ABC4;;4$554=
10A0;B30B=827B48=T==4=34D=334<=0270;B30B
=>CF4=386B0B',).$ (484=340B ',).$ (484=34B=B
14B>=34A84B3B0B34< :48=4"T6;827:48CB48=4A
B4;1BHE>A0DB6460=64B<27 70=3;4I 1;8=3
F4==8274CF0B3D4>7=4<8AE>A74B48="T6;827
:48CE>A64BC4D;7014=,4== 3840=3;D=634<
%'1)&&84A0=3;D=6IDE>A48B3>8B3B84B48=41;8=34
0=3;D=6 D=3414=B>8B3B0B(48= 34< :48=4"T6
;827:48CE>A0DB6460=630B=84)#(3 B48=D=3
30AD<0D27=84464=C;82%):>==C430BE84;<47A
B48=4"T6;827:48C0;BB>;274ADE>A:><<C48=B>;
274B(48=8B3B0B1;8=34(48= "0= :T==C448=F4=34=
F8A7014=3>27B4;1BHD4ABE>=34< F0B BC64B?A>
274=D=34B0;B30B%A8D0;BB34=*ABC0=33 7 0;B384
"T6;827:48C34B(48=B14BC8<<C0=I A827C8614A
F8A5U6C4=D27;48278=ID4BB48=384B4AA8>A8=827CC
4A70;C40;B>F4==0D2730B%A8D0B>27=84
!,2 30B%A8D0B4AO14A60=B48=D=0D570;CB04BA
B48. 2)#(0;B>4BB48=4=D64=1;82:<T6;827
30P$!2 6!2 23=827B480;B>4B0;B=827B484=D
34=:4= 0B94=864=D=014A34< 4B4.->',)#(8BC
=827C B48=@D>3>=?>C4B/C 4G8BC4A84B4<
8B4CB0D27=84>',)#(ID B48=34==9434>',)#(

+%)ID B48=B27;84PD27384'T6;827:48C)#(3 ID B48=B827D;B>8B30B34< 4BD=<T6;827:8BC)#(3 ID B48=0D27=848=34A'T6;827:480D B48=D=330B (48= 384,8A:;827:48C><<C 34A'T6;827:480DE>A 84A7014=(84=D=0;B>34= 46A8554B=>CF4=386 B484=343=4B=>CF4=386G8BC84A4;4B4=B D=3)%146A4854D=6;4827DB384B4A=4B8B34BB4;14= <8CF4;274A4F0;C 4A0D530B4FDPCB48=;4827B0< 48=BCUD=C387<9434A48748=C<<C B 8B34A4 6A8564464=F4;274=30B4=:4= 0;;4B48=4A48748C E4A;84AC

#D= 4=CBC4D7C4A384A064 6)%>CC30B=>CF4= 386B484=3434A4G8BC84A;4B4= 64=0==F4A34= :T==4 4B20AC4B46=U6B827<8C34< ?>?D;RA4A= 6D<4=CF48;384=827E>CF4=3863473841D5R;;864 G8BC4=F844A34= 46A8554BC8<<C8=4=E>;; :><<4=748CB48>CC014A30B0;;4AE>;;:><<4=BC4 ,4B4= B48,0B 4AD=C4B4< E>;;:><<4=BC4;4B4= 34=:CB06C4A=827C<0= B84701C14AF>7; 30P4A30A D=C4A0B94=864=:CF0B30B,4B4= 0;;4B(48=B8BC30B=827C%). (48=0DP4B827C70C6464=F4;274BB48= 486=4(48=B827D27;B48=(48=E4A7R;C34A48=50 274A30B=827C8=(484=34BBC30B48=0=34A4(484= 34B>34A0=34A(484=340DP4B827C70CB>=34A30B B27;427C7(48=4=3430B0;B>8=B48=47T27BC44= 6A855DA414=30BB48=0== F0BF8A30B(484=34 B4;1B8?BD<=B 64=0==701C14= BC=D=>CC=DA0;B 30B%)%.$%2%,"23D=38B830BF0B30B%)%.$% 2%,"238BC=DAD 14BC8<<40;B30B=8270)#(3 B48= T==4=34 0;B30B34< 4BD=<T6;827:8BC=8270D B48=B>8BC>CC4=CB27843D4=3>7=40;;4=-F4854; 30B=>CF4=386G8BC84A4=3484B48BC=D=34A (>#(23%8== 8=F4;274<30B%)'%.3,)#(%=C>;>68 B274A6D<4=CD=47<4=8BCD5$)%2%2<<C 94=4A B>64=0==C4F48B34B=B4;< IDAU2: B ;4D27C4C =D=014A0D27B>5>A48=F>74A30B'8PCA0D46464= 384B4B>64=0==C4F48B4=CBC0=384D=3F0AD< =0<4=C;8237843(27>;0BC87=E84;<47AD F834A;464= D=301ID;47=4=0;B0D5ID=47<45UA6DC50=3

84A:><<4= F8A0D5384A064>134A46A8554B
=>CF4=386G8BC84A4;4B4=B<8C34< 46A855
>CC4B%.3)2#B48
,8A 7014=414=30B=>CF4=386G8BC84A4E34
6;4827;B30B1;8=3;8=6B8BC84A44A84B4#D=
8BC14A=827C34A#0CDA>CC4BF84B848< 0;;64<48
=4= ;0D14=643027F8A3 D=3=DA0DB384B47;0C
4B20AC4B014=0;B>0D27F8A18B94CK384B4=46A8550D564=><<4=
=827C34A#0CDA>CC4B47A4=C
6464=0;B30B1;8=34(48= 4== 30BABC84< 46A855
34B1;8=3;8=6(384=34=8BC>27 30P4B6464=B48=
(48=>7=40;;4 A48748BC4BF434A0D57414=>27
E4AR=34A34A<>3858I84A:0== ,0B 014A6464=
B48=486=4B48=:48=4 A48748;0C70C1U14A70D?C
:48=4 8BC2/,43 D=5A48RA4 0;B>>CC30B=>C
F4=3864G8BC84A;4=B4= B>:T==C4A=DAD6;4827
0;B30BBC0AD4=14F46;8274827;427C78=5A484 8
=4B5A484)D=B >ACB27A48C34AE>=B8273 4;1BC
DB6474=BR7864 14BC8<<4A34= =CF434A<UP
C4=F8A148384B41;8=3(484=34=BC474=1;4814=8A
:R<4= <8C48=4<(27A8CC14A30B1;8=3(484=34
?"%1(!4037 78=0DB>34AF4==F8AE>=87<0DB5>AC
B27A48CF4==F8AE>=87<0DB4CF0D 34A;4;C 64
;0=64=F>;;C4=B>:T==C4384B=DA64B274748=F84
54A=F8A8=B48=41;8=34=(48=4CF048=4=4<0=0C8E4
A05C=027F48B4T==C4=E4A<T64384BB4E>=384
B4<1;8=34=(48=0=34A4(48= I 30B34A8=64
0DBBCAT<827B0644223 1>-3%=8270DB68=64
34==30<8CFRA4=>278<<4A34A430=:4 48=4A4A
E>A1A8=6D=6E4A:=U?54=014A414=384B4A8<8C
48=4<1;8=34=(48=3DA270D=B27C E4A48=8648=
B>;274BT==C47T27BC40B4<0=0C8E4AB02746 4
30270F4A34=D=30D27=DA384BFUA34=8276A8=64
(27F84A86:48CA184C4B4ABC>P4=8A=D=0;B>D<
48=4=0=C8B274=DB3AD20=IDF4=34=0D548=4=C8=><84
IF8B274=34< F0B0DB34A+4A=D=5C8C
#>CF4=386:48C;6C=334< F0BF8A4864=C;827
6/,,%. F4==F8A>CCF>;;4= 4== 18B94CK8BC>CC
>554=1048=1;>P4A464=BC0=D=B4A4;B;4=B

F8A B8=3 3DA27=827C 64=TC863 4= DB3AD2:/33 ID
1A0D274E >=34< 01B>;DC4 44A=D=5C146A3 3=5
34< 46A855 54BB4F=0B BC0DB6474=F34A34=F8A
=DA0D3 34= 46A855 54B=>CF4=386 6G8BC84A4;43 4=
B4=B=827C 14A0D3 34= 46A855>CC4B 45U7A0 74=
F8A014A B>60A E>=34< 46A855 733 0DBB>:T==4=
F8A=827D <78=ID B064= >CC3B8 30B,4B4= 0;;4B
(48=B4A8B5 2 6!2 238< 01B>;DC4 8== 3/
F844A0D27 8<<4A14BC8<<FDA348B4 A014A384B
B>8B4A0D27 30B=>CF4=386 6=31;8=3;8=6 5 8BC84
A4=34 ;;48= F4==4A30B 1;8=3;8=6 5 8BC84A48 3 4
B>8B4A414=30AD<=827C >CC =827C >CC 8=$%-
(8== F4;274=30B0;;64<48=44FDPCB48=3C384B4<
,>ACD=3 46A855 4A18=348 4 8B=D=784AD 74;
54=>34AF848B3 84B4A64 >34A;4<<4 8=34AF8A
D=B1458=34=D 4=C:><<4= B FRA448=4B27;427C4
8;54 F4==<0= 1;>PF834AB?A427F4=;C430P >CC
30B=>CF4=386 6G8BC84A;4=34= 8BC4== 30<8C
FUA34 84A4864=C;827A146A855D5647>143 34=F8A
B27;427C4A38=62 7D564143UA54B>;;D=B4A<
4=:4= =827C 14A03;4A54BCD2B60=6B?D=547;4=
>CC1,2 2/,#(%18B5A48;8=27C1;>P30B=>CF4=
386>34A1;8=3;8=6 5 8BC84A;4=34= 4A)234BIF0A 014A4A8BC,2
>CC1D6;4827 30BF0B384B4B48=486
=4BE>=87<B4;1BC 0=017R=686(4B=0D57414B48=
=>CF4=386(48=B4;1BC 8=48=ID5R;;864BR<;827 8=
48=B4;1BC 64B4CIC4BAF0=34;:0== B>30P4B8<
14.$% 34AAD=3;064=027 IF0A8<<4A14BC47C
014A4554:C8=34A8=34A)0C8=48=0=34A4B<64B4CIC
8BC=34A3> 30P94=4<B4;1BC 64B4CIC4BAF0A8<<4A
30B=>CF4=3866D6AD=3;846C>7=430P30B4554:C8
E4 30BF8A:;827(48= >CC4B;>P384B4B>CF4=3864
FRA4
84 !414=386:48C4BC47C4=8=34AA48748B48=
486=4B48=0;B48=D=<8CC4;1DA017R=686=87<
B4;1B64B4CIC4BAF0=34;HD :T==4= 0B)>C4 8=34A
#0CDA 70C48=4 A48748B48(48=ID E4AR=34A=
F844B)23 B>8B4A B 8=:48=4<"><4=C B48=4G8

BC4=3BB48(48=48=B4;1BC14BC8<<C4B;>P4
46A855B4B=>CF4=38(484=34=FUA340;B>=8270D5
34=;414=3864=B>=34A0D534=C>C4>CC5U7A4=
;;64<48= 014AF8A3B< 46A855>CC4B43027C30P
4ACD=0== F0B4AF8;; D=3304A48=4=464=BC0=3
B48=4)B=B70C0;BB48=4G8BC4=B> :0== 827
=827B064=4BF8A3014AB<DP8< 46A855>CC4B
643027C4A34=30P4A5A48BC464=B48=4G8BC4=I
=8270=B8641D=34=30P4AB84B4;1BF8434AD<
)33%;<0274= 8=87A4AB>;DC7400D57414:0==
,4== 5A48;827494=864=4;274384A48748>CC4BDBB?A4274=
D=31470D?C4=8276F>7=C38=3B84
0D5384B4AC0DBIDB?A4274B84D 34=:4=0;B A48
748C>CC4B464=B48=4G8BC4=0;B A48748C384B4
G8BC4=0;B48=401B>;D64B4CIC0D5ID7414B>F8A3
3>27!,,'%-%). 8< 46A855>CC4B8401B>;DC448
748C34B)D=B643027C27B0640;;64<48= 4== 34A
46A855>CC4B47TAC48=4BF468B4A%78;>B>?784
14B>=34A04= 4A8BD=017R=68B6>=34A%78;>B>?784
E>A70=348< !,,'%-%).%. ;0D14= #D=BC47B0;
;4A38=6B4< %78;>B>?784A48E>=384B4<46A8560A
:48=4#>C8ID =47<4= 87=ID D<6474= 14A 4B
20AC4=8BC34< F8AD=B14B27R5C8674=87=E84;<47A
74A48=64I>648=384%78;>B>?784=3308B84==384
=C8=><84554=10A
>CC0== =DA0;B30B=>CF4=3846G8BC84A4=34
,4B4= 643027C4A34=D=3IF0A8=48=4<(8== 8=
F4;274<384B4>CF4=3864G8BC4=0I;4B&1%)D%=
0D5741C14A 30BF0BD=017R=68B6>=34A%78;>B>
?784>CC64=0==E8A3D=3D=BCA48C86;;4A%78;>
B>?784>64=0==E>A34=:0== =8278=$)%2%(8==
30B=>CF4=386G8BC84A4B34=4A<DP0;B5A484
3027CF4A34= 6464=B4848486=4(848= 34==B>=BC
:T==C4AB827=8270C4F464==827E>=B8273 7 E>=
B48=4<(48= 0DB6474D< 48=0=34A4(848=ID B4C
I4= 84 A0648B=CDAF84384B4=C8=><84D U14A
F8=34= 84B4BD I4864=8B(C274 34A%78;>B>?784
B4;1BE>= 48=4A=34A4(48C4DA340B(HBC4<34B
4B20AC45B;64A48D7=314BC8<<4=5UA34=54A=4A4=

0=6 34B<4=B27;8274=48BC4B3DA2738401B>;DC4
=C6464=B4CID=6B274=48BC=3 TA?4A3844A
8=384%78;>B>?748=5U7A'C4 =4==C384B4FT7=
;82734= D0;8B<DB34B4B20AC4(B=BC4ABC47C=
D=C4D0;8B<DB30B(HBC4<F4;274B=414=34< DA
B?AU=6;827C448=414=B>DAB?AU=6;827B4B%A8=
I8?1470D?C40B10;30;B48=87<ET;;866;4827<R27
C864B0;3F4=86BC40=B48=414=B>DAB?AU=6;827
94=4BG8BC84A4%3=8=I8?64B474=DA34(> F48C
68=64B20AC4B27C30P4A384'0C4A84F8494=4A
D=3384=>BC8:4A0;B&D4;;40;;4BTB4= 0;B30B
0;;4< DC4=;834ABCA414=634B4C7CRCC4 384B4<
0;; F0A87<384'0C4A8F44=86BC448=F07A4B1).
9)0 ;;48= B84BBC7<=8273B0B%A8=I8274ADB347
=D=6B>=34A3841;>P40DB64347=(0274 A 70CC4
0=50=6BF8464B060=34AG8BC43=4BTA?4A;8274=
64IF4854;C06464=F>A0=4A=827CF4854;=D :T=
=4=6;0D1C4F0AB48=4G8BC40;B34=:4=34B4B4=
F84F>7;34A(27;DPE>=34< 1;>P4=02CDB>68C0=38
34BB40;;48=4AD=<8CC4;64A8FB48=>==C4F48;
384B40;;48=3=34AD=<8CC4;10A45=07AD=E6>A
:><<C 0D548=487<ID6AD=3;8464=334=:4=34
(D1BC0=F>5UA4A384(44;40=B07:48=4BF46BDP4A
0;;4< -F4854;F0A < >AC60=B48=4ACA027CD=64=
BC4;;04A=D=IF0A0D5384AC F8482764I486C8=34<4A>CC0;B
48=4=F07A4=4DB4G<0278=07A148A845
D=38< +4ACA0D4=0P >CC0;B30BF07A705C4BC4
,4B4= D=B<8C34ATA?4AF4;C8270;B<8C48=4A;>
P4=%70=C0B<06>CAR4DB27:7==4 30<8C4BC8CD
84AC4AIF0A384TA?4AF4;C8=8=C46AD30BTA?4A
;8274F0A87<=D=4CF0B;BA:;8274B014A48BC=3
TA?4AF0A4=48=<0;0DB48=0=3D4A34A>==C4B84
=827C47AIDB0<<4=1A8=64=A B078=34< TA?4A
;8274=41 34= 464=B0C34B48BC864D=3 4=:4=
34= >7=45UA<T6;8271D 70;C4=30P4B B>E4AB2784
34=0D27148348=87A4D=:C8>=4AB2748=34==>27
48=D=330BB4;141).9)0 B48=T==C430B3>A8=34A
"0C4A84DA8<-DBC0=B48=4A=843A86D=764A;B
48BG=DA8<-DBC0=B48=4A7T7D=6B8271458=34

3>A8< -DBC0=B48=4R=I;8274(4;1BCE4A;>A4=748C
34BET;;864!4:%1 B827 (48=B84A< -DBC0=34B
(4;1BC14B8C34BB= B827 (48=B B27844B<T6
;82730P48="2/,43)>C4B3 7 48=B>;274B>C4B8=
34< =8414= F0A 0;B>48=DAB?AU=6;827 4B48=
NDP4A;827 4B=40;;4B==4A;8274 48=AI4D6C4B7=4
4CF0BE>=34< 4AI4D64=34%A8=I8?=B827B4;1BD
7014=2%).T==4 8= B>;274B1B>;D<34ADAB?AU=6
;827)>C4BF834ABCA0414A=8270C,>P0;;4< F8BB4=
B2705C;827 46=A855B>=34AB=4;1B34AA507AD=6
4== 6814CB3>2748=4414=386=40CDA84A4
(27F84A86:48384B4D 4A:;RA4= 384B>64=0==C4
C>C84B414==840;B48=)>C4BD 146A4854=7 0;B48=01B>;DC4A
"0=64; 34B414=B B>=34A=DA0;B4A;>
B274=4B414= 0;B'4B83DD<>34A20?DE>ACDD<
48=4BE>A74A6460=64%A>I4BB4DB>48=4BE>A74A
6460=64=4!414=B 84B4B)>C4 41D=34=434A'0
C4A884278 4;414=3864=48BC4AB>F4=864CF0BA
B?AU=6;827B4B8=D :T==4= 30P<0=2744B=DA
3DA248=4E>A0DB6460=64=40BCA>3B827A::R
A4=D :T==4=6;0D1C4F848= =384=DA0;B4CF0B
-D64I>64=4B0;B(CA054B8=4A27D;3 0;B >;64 48=4B
DA0;C41=50;;B8=34A48BC4AF4FC84384R;C4B6C484
278B274HC7>;>688=34ATA?4A;82740C4A84DA
3844ABC82:0)4C0=4=648B324AAI48C4A1;82:C4
4B20AC47B4;6A48;8284BC>C648BC;'B4C4A84
0D27UA4CF0B014AD=<8CC4;1=8270DB48=4<5AU
74A4=DBC0=34F>A34=4B4A;RP6848= 4BC0;C
48=4A>74=DB0<<4=7R=64=34;D<?4=BE>= >CC
4AB27055748A0D45CIF48B27;0648PB84=D=4=3
;827E84;)48;40DB48=0=34A5B8780==3DA2787A4
'>C0C8>=4;8A14;DBF30B;4;CBHBC4B=3B48=4
4F46D=64AI4D64=84B4'>748C34BF8BB4=B2705C;8
274=46A855B84D=B=>27B>=074;8460D=30D<
3DA2F48 07A7D=34AE>4=D=B64CA4=8BC<06
74DCIDC506BD=6;0D1;827AB2748=40= :0==
30A04A<4BB4F=4;274=,46 34A<4=B27;82748BC
B48C34BAU2:64;460C 14A <0= <06 30A0DB27
B474=F84B27F4A=330AD<;0=6B0<384>ACB27A8CC4

8=34A%78;>B>?7B48<UBB4=384B8273849 4=864F4;274=B84
ID6DC><<4= >34A384 30E>=?A>58C84
A4=B>;4827E>ABC4;;4F4== 48BC4A84 4B20AC4B
148B>;274=>ABC4;;D=6C474=1;4814==C4=B
FRA4D=A4273DAD<64A8=64EA=87=4=D 34=:4=
27 7014B27>=14<4A:C34A464=B0C8B0C484B
20AC4B2740CF048=464=B0CIF484A%A8=I8?8B=>
30P4A48=1).9)0 34B4=:4=B D=348=%A8=I8?4A
DB347=D=60==R7<4 0B 1;>P41).9)0 34ADB
347=D=6T==C48=B48=4AC=>278<<4A!4#(48=
648BC864B1A0D27E8427E>CF4=38E64;1B4C8=0DB
64347=C4B B48=F84I 30B1).9)0 34A,RA<4
30AD<F48;4B384BBC=8278B4;1B6C1- 8BC=1
6;4827B34= TA?4AF0A<<027C87<,RA<4 <8C
C48;C4B20AC4B48P=827CEB>=48=4<1).9)0 34A
DB347=D=6B>=34A=DAE>=34A0DB64347=C4=
(0274 F4;274414=30AD<48=B27;427C78=648BC8
64B8BC=>= 34A0=34A(48C4B?A8274AE>=B827B4;1BC
0;BE>=48=4A(0274 3843 4=:C94BD8B=427>B4@D8
?4=B4 0B 8=6 30B34=:CD=330B8=6 30B0DB
64347=C8BC8=87<0;B>96%)8=64 384B8276464=
B48C8BBB27;84P4=3=827C=BC48=0=34A<48=
7014=30B0DB64347=C46 8B80BET;;864=C648
BC4C648BC ;>B78=F8434ADB=830B48BC8634 0B
B27;427C4A38=6=0C4A84;;40B DB64347=C84BC
",/:%2 #414= D=3 DP4A48=0=34ABA48=4A50;
;4=748C3848=F8454AB=46;4827F>70;BIDB0<<4=
6470;C44AB2748=C48=34=:TA?4A;8274=64= =8278DA248=
8==4A4B=334<=027648BC864A8=
I8? B>=34A=DA3DA27RDP4A4AD2: D=3(C>HD
B0<<4=6470;C48BC0B 0DB64347=C46 14BC47C
0DB48;4= 384B827B27;427C4A38=6B4A;8278=3
384B4)48;4=B4;1B647;C48=8==4A;8274F464=34B
%A8=I8?;B>0D2794348==4A4F46D=6B@D4;;44
4F46D=614AD70D5(C>P3 7 B848BC48=4270
=8B278 8=34A"0C4A84827CEB>= 48BCB>8BC
=027 4B20AC4B=F8434ADB=34< 48BC=827C34A
"0C4A844AF0=3C4B0B8=34A"0C4A84484=34=827C
48=DA0D50=34A413(484=34BB>=34A48=C>C64

=4A4=4AB27843 4=4B834B8=3DP4A;;4A4AU7AD=6
IF48 60=I 38B?0A0(D=1BC0=I4=F8B274=34=4=414=
30AD<0D27.48=4 4<48=B2705<T6;8278BC
-F48 8=64 384B27;427C4A38=82B7<BBC48=0=34A
64<48=7014=:T==4=0D27=8270D548=0=34A:4=
UA384%78;>B>?7384B4B20AC4=BA4B3074A48=4
B47A827F84A86D56014 94=4D=;4D610A;427B4;
F8A:D=6D 4A:;RA4=4;274IF8B274=34< 34=:4=34=
,4B4= D=334< 0DB64347=C<54=10BAC0CC58=34C
,4== 14834BDA270D=B27C<BBC48=0=34A<48=
7014=F84:T==4=34==>27TA?4AD=3 48BCB>E84
;4B64<48=B2705C;8D7D=364<48=B2705C;427=34=
,84 F4==48=:TA?4A;8274(27<4AI E>< 48BC4<?
5D=34=8A3>34A48=1;>P0D534= TA?4A64<027C4A
8=3AD2ID< 48BCB827>AC?5;0D=C38=34< 34=
:4=34= 8=6 30BF8AD=B4A(44;4=4==4=48=4=>ABC4;;D=6
4AI4D6C34AF4==D<64:47AC8=4=
BCA4=6D3=4B48BC4B8=(27<4AI D=B4A(44;434=
TA?4A4A<U34C34AA0=:<027C>34A34A430=:4
D=B4A448BC4F84I 8<(?A4274=1;>P:TA?4A;8
274$A60=487<ID 384=4=F8=6C>34A48=;8;;4 48=
=CB27;DD=B4A448BC48=34< 0DB64347=C4=6
30BF8AD=B4AT=A?4A=4==4=48=4=CB?A4274=34
4F46D=674AE>A1A8=6C784AU144A8B0D5384
-48C34B4B20AC4B=34=(27D;4=0=64=><<4=4
R;C4A(4BC4=F0A30B(HBC43=4BB>64=0==C=40CUA
;8274=>34AD=<8CC4;10A84=5;DBB4(BBC4<8=5;D
GDB27HB8283 0BF4==0D27=8278C4DC;8274FDPC
3>27D=14FDPC4AF4=8BB34A+>A0DBB4CID4=64A
64F8BB4=><>64=8CR3=4A,%393%(.1BC0=14AD7C4
34A"%)$%.34A"0C4A8D=334< 48BCID6AD=3;84
64=34=D=33074A64<48=B2705C;827D4=BC0=IA48
;827F0A4B48=46A>14=>ABC4;;D=F4==<0= 384B
1;>P3DA248=0;;<R7;8274B48=4A F4A34=34A"0C4
A84=4A:;RA4F=>;;C4F848=64F8BB4=H?>C74B43=4A
%7HB8>;>6338=4IF0A48=4=D=<8CC4;10A84=5;DP
34B48BC4BD530BF0B<0= 30B6A>1TA?4A;8274
=0==C45UAD=<T6;8278 4;C43=4014A<48=C4=F4==
<0= IF8B274=34< 48BCD=334< '1/" TA?4A;8274=

=DA548=4A4C4A8448=B270;4774<0;BB?A027<70=
E>=#4AE4=B0538AF84<0= B827 74DCIDC0E4A
<48=C;82E7>A=47<4ADB3AU2#4AE4=RC74B>
<UBB4>2748=<0;48=B>;274D=<8CC4;10A4AA60=6T6;827
B48=
4B20AC4B48C8836(27F84A86:48C44;274
5UB48=4E0;8B<DB3DA2384>554=10A;427B4;
F8A:D=6F8B274=34< 34=:4=34=D=30DB64347=C4=
8=6 4=CBC0=34=AI;8273O<8C30P4A 34=)84A4=
0;;4(44;4 01B?A02B84UA1;>P47T27B:CJ=BC;8274
"0B278=4=4A:;RAC384O;;4 0D2787A=4554=10E4A
=D=5CR7=;8274=3;D=64=DA2/ 0DBU14F8448=4
6DC47A 384(CD=344486C8=4#>CF4=386:4834=
)84A4=384(44;4 01IDB?A4274;065UA87=0D27
$!1). ,> B8273A430=:4 58=3430 58=348 8274 8=4
E>=34A"0C4A864O=I E4AB27843 4;B>D=I4ABCTAC4
D=BC4A1;8274BC0=0;B>4C2 ,0B 34="4=B274=
14CA855<7R;C4A87=IF0A34< TA?4A=027414=50;;B
=DA5UA48=47T27B:CJ=BC;8274=64A827C"4B278=4
384F8448=0D564I>64=4BAF4A: ET;;86D=017R=
686E>=34A(44;4 =DA87A4<486=4"4270=8B<DB
64<RP0;;4=0CUA;8274=3;D=64=E4AA827C40B
014A$)%4F46D=64=14CA855<;274=8270;B0DC>
<0C8B2784827A:;RA4;0BB4=384 64F8BB44F46D=
64=>34A8;;4=B0:C4=34B48BC4B=CB?A4274=
F48P4AB8277 84A=8270=34ABD 74;54=0;B8=34<4A
0==8<<C30P8=9434<B>;274=0;; F4==I 8=
34< 48BC48=4647A4=>34A>;;4= 4=CBC4370B34A
TA?4AE>;;I8474=B>;; /33 B4;1B8=B8CC4;A4C4
D=38=34< TA?4A384 4=CB?A4274=4F46D=674
=>A1A8=604;B>14B146A485;82B4A8=B>;; F8434A7T27BC48BC
34== >CC8BC87<=8274CF034=C8
CR0;BF8434A<4=B27;8274D530BA48=TA?4A;8274
48=F8A:4=3 414=B148 4;464=7489434B=
3AD2:B34=<0C4A84;84=64 0D5D=B4A7A?4A74A
E>A1A8=64=A8344(27T?54B4;1B8=B8CC4D=3
1A8=6384=CB?A4274=34ABC4;;D8=634A(44;474A
E>A384(44;45UAB827B4;1B4RA4D=ID6R=6;827UA
0;;4RDP4A4=34A<0C4A84;;4=3AU2:4=DA>CC4A

<4270=8B274=B827C A48B603384=074ID18B0D5
384;4CIC-48C3=0;;4=)48;4=34B<4=B27;82748B
B4=B0=3B4;1B8C=34A'4;868>=38474AAB274=1384 1
(> E84;U14A384B(48C434A4B20AC4BB27%78;>
B>?784384<0= 87A4=D0;8B<DBB0 =4==4=?5;46C
4CIC>;;4=F8A=>2748=4=0;;64<48=4=;82: 0D5B84
F4A54=4B20AC48B6A>P3DA2734=0;;64<48=4=430=
:4= 30P8=34A%78;>B>?7=827C5BJA07A6470;C4=
F4A34=3UA540;BF0B34DC;827=3:;0A4A:0==C
F4A34 0 =D=014A384B4.-)33%,"!1F4=86BC4=827C
U14A0;<T6;8278BC3><UBB4F4=86BC40;B4B=
48=4<=>CF4=38644-2!--%.(!.' 4A:0==C4A34=
<8C34< 34BB48827<8AD=<8CC4;10A3IF4854;;>B
14FDPC8= A 1A027C04D5384B4ACID4ABC8C34DC;8
274< 4FDPCB48=384%78;>B>?7=84= 46A8554=4B
1).9)02 D=348=4A4F8BB44=40;>684D=B4A4A
6A855D4=3O14AI4D6D=648=F4;274=827C5BJA07A
ID 70;C4B480;B8=F8454ABB827E>=34< %A8=I8?
74AB27A48D4=374A;48C;4BB4(48=4 4B27AR=:D=6
=D=014A14BC0=30A8=30P4A=8270B0=B827ABC4
BD27C4>=34AB=827<8C34< 48=4<9434=0;B>0D27
<8A ABC41=46=U6C4D194:C8E;464<48=748G=827C
;;64<48=7488=34A(0274B4;1BC(> 70CC4A8<
AD=340D270D534=-DB0<<4=70=6F844A8=34A
!#(% =R<;827F8B274=34< %A8=I8?=334= 8=
64=B4;1B8C0CC58<84A8=4< ,>AC0D534=>194:
C8E4=DB0<<4=70=6E4AI827C4=3<8C48=4<1;>P
BD194:C8B46=2746=U6CF0A 68=64A8=34A>;64
5>AD 34< 46A8554B1. 2)#(ABC4=D< 46A855
>CC4B0;;48=4A>==C4884B4=827E>7; ID< 1).
9)0<0274= 8=34<4A0=34<B4;14=414==DA384=>C
F4=3864G8BC41=46A8557=0CC4827C014AF0BU14A
384B48=ID:><<CD=3F0B >CC4864=C;8427BD >CC<027C
4B20AC4B#(3%B827D2738 4B4B;DB
=>278<<4A1483 4< 46A8557 33 014A384B4B;DB
CA0=827C4A488=B48=4A:4==C=8B1;8410DP4A
70;134BB4;140;B48=1;>P+>A0DB64B4CI=827C
46A8554=4B
%1',%)#(4.' !#/.2 4.$ %2#!13%2RCC4F8A

8=34A64B27827C;827=4CF82:;D=634A=4D4A4(=IBC4
<4 34A27A>=>;>68B27834A3=D=65>;64=F>;;4= B>
7RCC4=8A02>= ID4AB0D=3=>27E>A4B20AC4B4=
==4=<UBB4=34==4A8BC 4B20AC4B 641>
A4= =34B5R=6<3C02>= 384=CF82:;D=634B=4D4
A4=<?8A8B<DB4=14=B>F84<8C4B20AC4B4=C
F82:;D=634B0C8>=0;8B<DB 02>=B !40361+%
D=3304A0D5><<C 4B3>274864=C;827 B8=3U1A8
64=B50B6;4827I48C86C4B20AC4BABC4(27A85C4=
34==384B4A8=6>27B47AD=6827>+0= B48=4
=4D4=AD=3BRC14:0==CID<0274='0= B847C
=8276P48=4A84B4A4834=6A>P4(=27A85CBC4D;6A
34=0=34A=8=5;DF64U1CRCC4A (0274=027BC4
74=B84;B>%"%.%).!.$%14B8B48=46;4827I48C864
A=4D4AD=34B<?8A8B<DB384DA27 02>= D=3
34B0C8>=0;8B<DB84DA274B20AC4B4B27474=BC
+>= .&!.' 34A=4D4A4%78;>B>?7847=0;B>0
C8>=0;8B<DB <?8A8B<DB414=48=0=374AD=3
B8=3827184B4CI;0A0;;4641;8414== 34A4B27827
C434B<4=B27;8274=48BC4B4B;48276=48=64F8BB4
;4827I48C86:4F8B274=6A>P4=48BC4A=07AID=47<4=384E>=
E4AB27843(=48C434==>27
0< =34 0D530BB4;14=84; 78=F8A:4=84B68;0D27
E>= 02>= D=3E>= 4B20AC4B B 4<48=B2705C;8274
1483482B84>BA48PD=E6>=34A(27>;0BC802>=
B4CI827=8274864=C;827< B?RC4AB>=34A=DA
34< B27>;0BC8B2704>=0;8B<DBC6464=4B
20AC4B6D0;B 02>= F8;;30BF0B8< 464=B0CI
34A(27>;0BC840;?78;>B>?78D =4==4=8BC
(27>;0BC8: '40;?78;>B>?7840 '0C8>=0;8B<DB
<?8A8B<DB84 4ABC40=G8<4=34B4B20AC45BU7
A4=8=87A4ACF82:;D=6>CF4=3836078=30P4B384
!#(% 34A464=BC0=B4;1B8BC34A3DA27B48=41
F46D=6384;8BB4=B2705AC4D6C827684;>PBD1
94:C8E4F46D=634B46A855B848=34A(27>;0BC8:
14A414=384B8;;0D2702>= (48=4%78;>B>?784C
8=B>54A%!,0(),/2/0()% 0;B4A=827E>< 46A855
B>=34AE>= !32!#(%. 3 7 E>=34A(0274B4;1B6B>
F48C384=34AA507AD=6646414=8BC0DB6474=8;;

;;48= F4==<0= 4B64=0D4D=C4ABD2B8C34834
B827=>27=R74E4AF0=3C4== 02>=B =3D:C8>=BC
87< F84<0= 0DB48=4A:;RAD=64DC;827847C
=>27=8274C864=C;8274,8BB4=B2705C;1BC>=34A=
=DA34A46 ID 87A A B?A82B8270AU140D5>;
64=34AC0DBM 27U14A;0BB4060CA34=(27>;0BC8
:4A=34=(H;;>68B<DB84B4AB4CIC4A48C4B0==C4
D=314F07A748C4C4F07A4A:0==C4%A8=I8?8E=A
0DB384B4B60=I A827C84A41A0D2734B(H;;>68B<DBR=6C
4864=C;8427B0= =02734<<0=
B27>=0;;64<48=4D=3A0C8>=0%A8=I8?870=CD=38BC
3074A4864=C;8427C864A34=D=C4A64>A3=4C4=
,8BB4=B2705C4B8=34A%78;>B>?784==384%78
;>B>?784B384,8BB4=B2705F4;274384B0;;64<48
=4=%A8=I8?84D=27C827U14A;0BB4060C;B>
02>= 34A#(/,!23)+ 34=(H;;>68B<DB34A<8AID
=827C=BJCI4=0== 34==4AB4CIB27>=384%A8=I8?84=
E>A0DB=3384B4=8=4B384827BD2748270;C4
<8270;B>0=384=3D:C8>=8270C=94=4=843A86BC4
AC34AB4;143840D534< ,464 34A1;>P4=D5IR7
;D=65>ACB27A4B8C4C 8=34=5AU74A4A6D<4=
C4=F> F8A384?>BC40D5IR7;C43384B4ACE>== =
3D:C8>=70C34=#027C48;30P30B;48=BCF4834AB?A4
274=340:CD<30B4BD;C0C4ABCTBC=34A827
70;C4=8270=94=4AC34A=3D:C8>=F4;274 8=34<
B84=8C8;54A827C86D4AF>7; 64CA>554=D4B27;84
PD=64=D=3+4A=48=D=6438=>CF4=3864)0=CB0274=
E>=34=D==UCI4B>=34A3384ABC40D548=4B47A
:;48=4=I07; IDAU2:1A8=D<3B>384F07A41 B0274
8=34=:;48=BC<T6;8270D< 48=B27;84P4B34=
=C342:D=6< B>;4827C4A27C+>= 384B4B>A4
3DI84AC4D5F4=864DAU2:641A027C)0=CB0274=
D=38<<4A<8C34< !827C34A=3D:C8>=F4A34827
<827(27A8C=C(27A8CC=3<8CRDP4ABC4AB0<
:48CD ?0AC8:D;0A(4=CI4=4A7414=E>=384B4HD
<8CC;4A4=3;827E>=384B4HD 34=?A8=28?84B4A0;8BB84C8B
4E834=C8BB8<B1;4810C14A
02>= 784A827BC474B>=34A=02734<4A384B4
645D=34=B060CA0D5384B4840D5D=4AB27UCC4A;8274

AD=3;064=<827BCUCI4=F34A34827<8CU7=7486=
<48=4=430=:4= E>AB27A48B48=BD< =4D44>1
027CD=6>AIDB27A481%1384 4>1027CD=6R=I
;827D 4AB4CI4=> B84=827CT6;8278BC3 7 3>27
F>7; =02734=645D=34=4;;64<48=BC%A8=I8?84=
U14A38494=864A064=>34A464=BCR=34=CB2748
34= 3843DA2748=4 4>1027CD=6AA48271B8A=3
D=3=02734<827<8C34< -F4854; 0;B>F84 4B
20AC4B=6450=64=F4A34827<8C34A4F8P748C
4=34=D=348=4A827C864CC70;C4=F8B274=34A
3>6<0C8B27%78;>B>?784A%4A8?0C4C8:7A34A
(27>;0BC8:4A384 0=5R=6E><8C84=34=B>;;C434=
0;;64<48=4%A8=I8?84D=334AF0=:4=34=%78;>B>
?784 34A(:4?C8:4A384300D57TAC<8C<0= 4CF0
0=50=64=T==C4L<8C34< -F4854; < AD=34F8;;
0;B>02>= B>6DCF84 4B20AC4B=B270< =34 48=4
E>AB27A48C%78;>B>?784DAB>;;384B3DA27=
3D:C8>=A46A4BB486AU=34=CA34= 02>= E4AF8A5C
:48=4BF463840;;64<48=4%A8=I8?84=844AE>=
B48=4#0275>;64A=0<4=C;827>=!>2:4 0E83
D<4 D=3=>27<47AE>=34=(4=BD0;8BCE4=ABC0=
34=F>A34= A F8;;E84;<47A14=ID 384B43DA27
=3D:C8>64;0=64=D=3E>=87=4=0DBF844AB06C
30==4ABDA 4F8P7486 64;0=64= 02>= 8B5A48;827=14A384
46AU=3D=6827C8=0DBD=3=8276=384
,8BB4=B2705C;1B78=48=64:><<4=14A 30BB4;14
8B90034A0;; <8C4B20AC4B4==0D274A4=3864C8
64=C;827<8C34< F>E>=0=50=64=4AB4C864=C;827
?A>6A4BB,8B4=B2705C6;82764F4B4=FRA4<8C
34< T27BC4=<8C>CC 4834B8=48=B=87A4<4
64=B0C64=64=384(27>;0BC8=34< 64<48=B2705C;8
274=(CA414=02748=41A%%,,%78;>B>?784CA4=
=4=B827=CB27843A=8=14ID60D534=(>#(23%.
46A855F4;274= 4B20AC4BDA2748=A6D<4=C0
?A8>AB>=0;;4AA507AD=6;B>0D27E>=B48=4<486
=4= DB60=6B?D=:34AD=<8CC4;10)A4=B0274#(
$%.+%D=017R=68<0274=F8;; 303DA27*A7414A
34A0?A8>A8B274=C8>=0; 0?A8>A8B28;4=B>?784
FR7A4=302>= D=BCA48C8267=>2730BT27BC40;B

48=<?8A8B274B;;
J

' (' (

,4== <0= B827;0B4B20AC4BB2(74BC4<027B48
=4A07A4=4B270554=74B4A6464=FRACB62%(.3
<0= B827=02748=414BB4A4B27T=4A41=4AD7864=
34A4=4BC0;C4;274B8273==0D27B>6;4827< (?8
=>I8B<DB=C342:C
0)./9! 34=<0= 0;B(27U;4A=3D=<8CC4;10A4=
#0275>;64E>= 4B20AC4BB474=0== 641>A4=D
<BC4A30< 70CB27>=4744AB484864=C;8274B
(HBC4<0D5BC4;;C4B4B20AC4BB274A=34A827
CD=634A<8C34< 4BCA4141=40A148C34B4(H
BC4<48=4=F8A:;827>194:C8E4=B0<<4=70=6D
6414= 4A 4=CB2748343(274A80CB48=4<486=4=
(HBC4<64B2707=34<4A30B. 2)#(ABC4D< 0;;48
=864=DB60=6B?D=<C027C4014A0D270=384B4<
=827C47A8= 4CA0271C6 0;BF0BB827<8C#>CF4=
386:484CA:4==4=84P=R<;8273844=>CF4=3864G8
BC4=(?8=>I014784;E>=34< 4B20AC4BB274=
6A858=F4;274< >CC=>278<<4A<47A0;B30B=>C
F4=3864G8BC84A;4=B34= F0A=827C1480;B414=
$)%2%4BC8<<D=6>CCF0A87<.41 30B=>CF4=386
4G8BC84A;4=B34= 0;;41484B20AC48B4B4<46A855
E>A0=6460=64=C1=4A;46D=64B27=84C01D=358=6
6;4827=DA<8C48=4A458=8C834A(D1BC0=D= D=C4A
F4;274A4A414=E4ABC0833032D9D=EDCDA0?4AC8=4C4G8B3444A4
83 @D>2>68C0A8=?>C4B=8B48G8
BC4=B0B>7=4,834AB?AD27A=8270C;B=827B348
4=3643027C4A34=0== =F8454A(?8=>I030B=>C
F4=386G8BC84A40;34D1BC0=D=3IF0A0;B01B>
;DC40;;64<48=4D1BC0=14BC8<<C4=B>54B=847C
<0= F>7; 4A70CB3827;0B=>CF4=386G8BC84A4=34
ID4AB6430270C;B30B0;;64<48=44"*%+34B(48=B
F0B1;>P0;BB>;274B43027C>27=8270;0B(484=34
8BCB>=34A=DA384+>A0DBB4CID3834'T6;827:48C
34B(48=BF84I 34A'4=B270;B(D194:C34A

A0=:748C643027C30AD<=>27=827F8A:;827A0=:
B>=34A=DA34A:A0=: B48=T==4=348BC84 48=I4;
=4=F8A:;8274=8=64 B8=348=4BF463B0B(D194:C
34B(48=BB4;1BC1F>7;B84B484=B8=3B84B8=3B48
4=3=DA3DA27)48;=07<40=34< (48= =827C30PB84
60A=827C827B48=T==C4=34==E84;<47A>..%.
B84=827B48=F48;87A(48=0=30B2/ (48=64:=U?5C
8BCB 8BC0CUA;8D734<94=8640=D5IDBC486E4>=
F4;274<=827C,>P30B2/ (48= B>=34AE>=F4;
274<30B(48=U14A70D?AR38:018;BC2D9DB2CDB
4BCG8BC4A4=3384B48BC=A30B0;;64<48=4=34A
01B>;DC(D194:C34B(48=BF0BF8A0D2730B%)%.$%
2%,"2=34==4="0= :0== E4ABD274=BA48=D=301
BCA0F> 4B=>2730B1;>P4%A8D3=B(48=BBC54BC
ID70;C4=784ARA4B30==30B1;>P8< 430=:4=
(484=3430B=DA48=(48=8< 4=:4= 70C8=384B4<
(8== 8=748E:>= 4=:4= D=3(48= =460C8=R<;827;64=><<4=
30P30B(48==8270DDP43A4< 4=:4=
0;B>48=CA0=B8C8B=4B34A1;>P8<<0=4=C4B0;
;48=F84B27>=64B06C4B8B6=384B4A64 =8275;4BC
ID70;C4=4B8B=8270C,>P8< ,/')2#(%. 4B8B0D27
8< CA0=B8C8B=4=30B=827C827B48=T==4=34
D=3B>5AU827:><<4= <06 6;4827B04=47 827-48C
64701C7014ID 34=:4= 5/1 0;;4< 4=:4= 8B4B<8A
>34A&).$%8274BB27>=0;B30B(484=34F48;4B0;B
30B(D194:C0;;4B(48=B414=30BB48=4A341 =027
(484=34B2 8BC=840;B=827B484=B 34=:4=8BC
84B4B0;B>8B34A*AB?AD=34BB?8=>I8B274=
6A853B4AF843844B27827C34A%78;>B>?7846C
18B0D5384646 4=FRAC8464C34A%D=:8B0<34=
B8270;;4B14F46C>34AE84;<47A8844 50=64=B2705C
34B4=:4=B E>=F4;274AB8273B4B4BDA2738404D5
48=0=3464 45>;6C4(=IBC4<4D 4<0=I8?84A64BD27C
70C>7=418B94CI3078=64;0=64=D :T==4= B 8BC
34A46A855E4A<T643BB48= >CC4G?;8I8C40DB
3AU2:;827F434A,8;;4 =>27+4ABC0=8B=027F4;
274<4AF8A:;827=DA34A1;8=3G8BC84A4=8B0F8A
:T==4=0D27B064=34ABD194:C;>G8BC84A4=F348;
4A=R<;8276O=I D=3E>;;BCR=3864A6460=68=8B=

'D74 34B(?8=>I8B274(=HBC4<BF4;27414B>=34AB
384+>ABC4;;DB=48=4)%&%4AE>A1A8=63<8C4A
1>A64=4<014AD=F834ABC47;8274<B>E84;44
<UC4A=64I>64=70C(C4CB8A30D2730B(?8=>I8B274
(HBC4<=64F8BB4(8== 423%1;4814=8= (HBC4<
34AA48748C014A8=414=B>6A>P4=U64= 8=6;48
274A8=5027748C;BE>;;:><<4=4B 464=18;334B
(?8=>I8B274=384BFRA4864=C;8207BT27BC4
0AD< 8B34A(?8=>I8B<DB34=E84;4=6A85540D5
87=D=334=E84;40=641;8274;834A;46D=64>7=
64027C4<34ID 48=4A07A4=4A60=64=748<8418B
74AF8A:;827U14AFD=34=>A34=D=34B:0== F>7;
:48=4A7>554=D< ,07A4= D=3+>;;4=34C48=34A
%78;>B>?78=4ACID6474=4A=8274C8=<0;F4=86BC4=B
8=B48=4<414= B827=34= 16AD=334B(?8=>I8B
<DBE4AB4=70C 48=4A34AB827B48=B4;1BC646AU=
34C4014AI4D6D=E4AB27055F8=; B>;;C40B0D?C
F4A:34B(?8=>I0 B48=4()+ 34==D=C4B84B4<
)8C470C4AB48(HBC4<E>A64CA06D=64;4B40B
B4=F84827334==U14A70D9C34=34< 4B A=B<8BD< B48=4
8;3D=6 =827<CDAD< 485A86B(44=BCBCD
38D<4A<07=4=F8;; 30B:48=!47A4A4AB4CI40==
B>=34AHD6;4827D 34A6ATPC44=F8BB4=705C86:48C
D=3+>AB827<=34A07; 34BB4=6!2 4A;84B<D 34=
D=E4A6R=6;82(27A85CBC46;47A=A04B>=34A0B27
(?8=>I0 A 8B6<A>F3DA2734844A7014=4=50;B48=4A
430=:4= D=3B48=4(27A4810A6<A>F3DA27B48=4
=C54A=D=E6>=0;;4A(27>;0BC8F840D534A0=34A=
(48C4E>=0;;4< (27<D2: >34A%AD=34A434
A064=F8A=D=014AD< F4;274=%A48<4=4C8454
'D74 34B(?8=>I8B274(=HBC4<BA:0D58C3><UB
B4=F8A0=CF>AC4D< 34=%A48<0P >CC1;>P4(D1
BC0=8BC=8276A48*AB0274307A0D27384).'% ID
87<1;>P48=+4A7R;C=78B14=T==4=0;BIDA(D1
BC0=F8270C;BIDA*AB0274>CC3B<8276C4A5A48
B27054=34A74AE>A1A8=644=3BC34A0DP4A
B8270DP4B48=4=D=<8CC4;10(48=ID F8A:4=E4A
<06 4A8B60=I 48=64B27;>BB4B48=D=E>A34=:;8
274B(48= 0;B>:T==4=0D27384 8=64 =DA). 87<

B48=DA14B>=34A<4A<4=>34AAC4=8=34=4=B827
30B6TCC;8274B=30ABC4;;8270P>CC34;1B3C0
3DA274B27AR=:D=UA34B>=34A30P9434B=6 30B
D=<8CC4;10AC;8274B4= 8=B827=DA0D548=464
F8BB40=314BC8<<C;4B40DB3AU2;4C== =D=
6;4827>CC34;1B3C0DA2384B4>A<4==8270C4
B27AR=8C8=F8454AAB4;1B0C14A94348=0DB647C
B>E4A;0=6<0= 3>27=0CUA;827F8BB4=F84384B4
4B27AR=:D=64B4B(48=B= >CC78=48=:><<4=
;;4B F0B(?8=>I0784A0D5CF>AC34B30P94=45
54:C8>=4D=30;B>3848=64 64A034B>IDA6TCC;8274=
#0CD647TA4D=30DB87A5>;64=F8438455 4:C8>=4=
34BA4842:B0DB34A#0CD234BA4842:B5>;64=D=3
ID 87A647TA4=3 7 4B8BCF8B274=>CC1D=334=
8=64=:48=5A484BA>=34A48=./36%.$)'%1-DB0<
<4=70=6 14A 384ACD=3,48B4 384B4B>CF4=3864=
-DB0<<4=70=6B4864A=827CF0A 4A=8<<C'8CC4;
6;84340A=IF8B274=34=:>=:A4C4=8=64=B4;1B3C=3
IF8B274=>CC3 7 4A;RPC3848=64 =8274C.-)33%,
"!1 0DB>CC4=CBC474=B>54A7==C4<0= 5UA:T6
;8277O;C4=30P4A8A64=348B4C486;64 E>=">
<4=C4=>34ADA2760=6B?D=:C04=6414E4A<T643A4A
48=E4ABCR=3;827144A60=E6>=34A7T27BC43344
18B3D 34= 8=64= D=3IF0A=8270C;>P34= 8=64=
U14A70D7B>=34A34=B>14B270554=D=32/ 64
64=48=0=304A64BCD5C84=64=B827=027F48B4=
;84P4 ;;48= <8C94=4=8CC4;6;84340A=4B5>;64=34
4F0=3C=8B;B 384ABC44A<8CC;D=648B274=
>CC1D=334= 8=64=B4C4A384D=4=3;8270DB347
=D=6D=330BD=4=3;8274=:4= 384F844AB06C384
D=<8CC4;10AC4=A81D>C4C4B34A34AD=4=3;8274=
(D1BC0=B8=33 7 384>A<4= D=C434=4=384BD=
<8CC4;10AG8BC834A=0=34ABD== <0= B8273=4=
46A855=4ACCA81DFC47; =8274CA:;RA4=4=:4=
D=3DB347=D=688=37<0;B>384IF48D=<8CC4;10D43 9434=8=
87A4AC 6;4827D=4=3
;8274=>A<4= D=C4F4;274=384B27;427C78=4=3;8
274(D1BC0=4G8BC84A;274 8=F8454A8=4B=DA384
IF48D=<8CC4;10A=4<4=87A4B%).2B8=33=B>54A=

B4;1BC4;274A34=:4=3=>270DB64347=D=6 84A
B2748=4C=D=<UPC4(?8=>I0IDAU2:645UTA4A34=
0D534= 46A855 4A(D1BC0=4=D=35UAB827D=34B
<UPC4D 48=4A:;RAD=64ACCA81D=C4<4= 84
(D1BC0=8BC7<20DBD3D*AB2748 7A4B4;1BC
84B420DBD3D8T==C4<0= 4A:;RA4G;B30BB827
B4;1B(4CI4=34 84B4BB827B4;1B(4CI4=34:T==C4
<0= 5>AC507A4= B827=DAD=C4A4=IF48 >A<4=
34< %.+%.D=334A42$%(.4.' 0;B4G8BC84AB4=C3
I4= 4CF0B>F84<0= B?RC4A764B0670C30BB827
B4;1B(4CI4=34B4CIKB827=>CF4=386 0;B$194:C
384BFRA4148(?8=>I0384D=4=3;8274DB347=D=6
1 0;B(D194:C384BFRA4(?8=>I0BD=4=3;8274B=
:4= ;;48= <0= FUA340<8C87< 4BC8<<D=64=48
74= 384B=48=4B?RC4A=CF82:;D=64ABA74AE>A64CA4
C4=B8=3D=3414=30<8CFUA34B48=4864=CU<;827
:48CD=3B48=4=38E83D4(;4;;D=6=34A4B27827C4
34A8BB4=B2706DC5647>14=84 (D1BC0=34B(?8
=>I0 8B4C8=(D194:C $194:C14AF>1483 0B(D194:C
60=I E4A;>A4=647C
14A F8A3<0= 5A064=F84:><<C 4A34===D=ID
94=4=B>64=0==C4=CA81DC4=CF>AG-D=R27B=CDA
303DA273 0P 4B20AC4B4= 464=B0CE>="0C4A8D=3 48BC0;B
464=B0CE>= DB64347=C4B=3 4=
:4=34< 14BC8<<D=3B>30B*=8E4ABD6;4827B08=
IF48 ,4;C4= 8=384,4;C 34B4=:4=B D=3384 34A
DB347=D=664C487,0CC4(?8=>I0B4A:D=5CE>=
4B20AC4BB7384A0=I34DC;827>CG3BB7< 34<
(?8=>I0 =D=0;;4A38=6B27C47A34A1;>P64;464=
748C;8274 48348=RDP4A;8274814=34 4A<8CC;4A
B274=34< 48=4=D=334< 0=34A=B>=34A=384 1;48
14=34D=314BCR=386=4748C4< 4B20AC4BB30B
4=:4= 0DP4A>CC(?8=>I08BC>CCB4;1B30BD=
4=3;8274=:4= D=3B4;1B3C84D=4=3;8274DB347
=D=6 14A 0D27384B4=748C=DP148(?8=>I0=827C
B>64=><<4=F4A34=F84<0= 74DCIDC0F64; 64
=486B48=T==C4B84D =47<4= =R<;827B> 30P30B
4=:4= 0D5384DB347=D=6F8A:C4D=330P384E4A
B27843 4=4DDB64347=C4=64 B8274 14=303DA27

E>=48=0=3DA=C4AB27843DF0=34< 48=4=47A
0=34< 0=34A=4=8648B0B4=:4= 0DB643AU2RA4
(> =827C4== 0DP4B4A64<48=B2705C;827;64
!42 34AB4;14(=D1BC0=7014=B84=827C=BC48=0=34A
64<48=B841;4814=B827B>5A4<30;B148B48=4=>A
6R=64A#DAFR7A4=87A0014A48=BC8<<D48384
B4<5UA9434=48=I4;=4=0;; 3DA2748=41=4B>=34A=
:CDBE4A<8CG3B;C34AE4A<8CGF8;C38BB3841 48
94=4<48=5UA9;;4<0;30 3DA2738434=C8C34A(D1
BC0=I84 F07A434434B(?8=>I08BC;B>48=401B>
;DC48=7483C4A(D1BC0=1148 01B>;DC4AC6464=B4CID=6
6464=B48C864AB27;84PD=34A
CCA81D0A8 DB64347=C3B87<ET;;86B>648BC;>B
F8434< 4B20AC4B=3(?8=>I0B=B827C34A#0CDA
B48=%7HB83B0DB384B4<AD=34=827F4=864A
<4270=8B27=3D=;414=386B384B48=4=B>A6R=
64AB84 8=7480F8B274=14834=CCA81D0A8=4C;B>
3>2748=41;>P5>A<0;4D=3RDP4A;827=8270C8=4=
87=4=B4;1B64B4CIC4=38=$)%2%(8==8<<0=4=C4
D=3BD1BC0=C84;4=F48748C384A8=3848=748C
B4CIC46AU=34=8270C8=4=F8A:;8274%D;BB27;06
48=F07A4B414= 34==384=C6464=64B4CIC;48=
14=C>D=36;48276U;C8464=48=0=348B4B8B=CDA
384=>CF4=3864;64 E>=34< F0BB27>=14<4A:C
8BC30P(?8=>I0ID 34A=F48748C34ACCA81D0A8=827C
E>=34A(D1BC0=0DB0?A8>A8;0=6C384B8=387<
5A48;827;64= D=3IF0A=>CF4=3864;64= 34AG8
BC4=34A01B>;DC4(=1BC0=0014A4"%'1%)8384
=8270C;B384B4>;64= A 2!'3 F>7; B842).$ 4B014A
4A:;RA8384=827CA F48B04=4#>CF4=386:48=827C
=027 A =8<<CB840;B>1;>P0?>BC4A80D8384AA
507AD=6D5F48;4A48=<0;0=ID4A:4==464=TC8BBC
30P3844;C =8270C;>P0DB48BC>34A4=:4= B>=
34A=D<)48;0D270DB30C4A8=34A0DB64347=C4<
,4B4= D=3414=B>F4=86;>P0DB30C4A84B>=34A=
ID<)48;0D270DB48BC>34A4=:4= 14BC470C
F4==4A34A#>CF4=386:48384874=ID B48=4=(HBC4<
CA84B8278B4;1B64FDP64F4B4=FRA4B>7RC8=4=384B#>7;
U14A70D0?0C548=4-F48748645U7A0C=3

30B 4=:4= 4=C6464=B48CBCDA34< D=F834ABC47;8
274= 8=5;DF34A,8A:;827:480DIDB27A4814D=3
B27>=34A48< 48=4B7T74A4(+HBC4<B34A8=34<
B48=864,8=46C>7=4E>=87<B4;1B1C46A855HD=B48=
 4BF464=8BC?8=>I0E>AIU6;827=A464=3=3ID<
(CD38D4<?547;4=BF4AFC48;8=B48=4<(HBC4<
U14A03;84 48<4 7T74A4=ACF82:;D=6490DB64BCA4DC
B8=3(?8=>I0 34BB4(+HBC4<U1A864B4;1B8C==4A
70;1B48=4(27A0=:4 30P >CC3848=64 U14A
70D?=827B4CID0=3 B27>=30AD=82700DP4B827
B4CIC0D270;B(HBC4<34A1;>P4=#>CF4=386:48C
48=47T74A4=CF82:;D=65R788BCC4;8=34A4
B27827C4A%78;>B>?738460=I4+4AB27;>BB4=748C
34B) 30A4AB4;1B8C0AE>=9U38B2741ADAC 84 7T74A4=
 =CF82:;D=6448=4B?RC4A48C0D=3
87A6ATP4A4=4A7R;C=8BB=387<=>275A4<30141A
B84B8=3>27E>A14A480D=3DD<)48; 0=6434DC3864
E4AB27;>BB4=>B?4+!.. B827=>27IDA;D<4 4=C
50;C4"0= :T==C4B064=3844%78;>B>?738B(?8=>
I0 B4;1B8C==4A708174A(27A0=:414CA027C84C84
30B41AR8B274=4(27A85>7=4+>:0;4 48=4B?RC4A4
-48C70C4AB3C84+>:0;4 30ID64B4CD0=3B840DB
B?A427;8274<027C
 4A >CC34B(?8=>I08B=>27604=I 8=(D1BC0=C80;8
CR0D=3303DA28=*=14F46;827:48E4ABD=:4=4==
 4F46;827:48C "T6;827:48C8B=DA8< (D194:C
 84 (D1BC0=34B(?8=>I08B0;>P4B5194:C 84
 8=64 5>;64=0DB>CC=8270DA2748=44F46D=6 48=
,>;;4= 8=87<B4;1B8B>=34A0=D594=4BC8;;48B4
F84=027B48=4<48=4=;4827=8B0DB34A#0CD34B
A427CF8=:4;864A=4842:B30B+4A7R;C=38BAH?>C4
=DB40D=334A0C74C45>;60(48=4A=C4=C8=0278BC
0;B>34A-DB0<<4=70=648=1;>P;>68B274A;48= 4A
4A:;RA824;1B8C84B4=DB0<<4=70=6=8270A5%12)
#(%13=DA30P48=B>;274BAC0CC58=B34ABC8CC4;
6;8434A=F8B274=>C0D=334=48=I4;=4=4=3;8274=
 8=64=B4CI4A3841480434=AC4=34B(48=B384D=4=3
;8274DB347=D=60=330B8=B48=4AC414=B>D=
4=3;8274=:4= 14A384(D1BC0=B4;1B8C27;84PC

B827?=87=4=8270D5B>=34A1=470A8=87A4=4A
B27;>BB4=74;B1;>P4AAD=387A4A=8BC4=>7=40;B30B
64<48=B2705C;827=340;B30B;414=3864
0=3 34AB4;14=4AE>AIDCA4D4=384A064 F0AD<
4A34A>CC748=CA034384BD=3:48=40=34A=CCA81D
C46414 0=CF>AC4=48=48=4<B48=4A8454384B64
B27474;>P30AD<F48;0=34< "4=B274=>34A8=
34A<4=B27;8274#0CD=48=40=34A0;B384B14834=
4A:4==10B484=0;B>:48= AD=38=34A(D1BC0=I
B4;1BC>=34A1=;>P8=34AA507AD=6
4< D=4=3;82744=:4= D=334AD=4=3;8274=
DB347=D=6814A30==F8434AF48 D=C4A64>A3=4C4
">3>B F844AB84=4==C=R<;8274F46D=6 D=3
'D74 84B40;B>B8=3F8434A384D=<8CC4;10A2C=A8
1DC34AD=4=3;8274=DB347=D=6B>F8430==,8;;4
D=3+4ABC0=E8=<8CC4;10A2A81D3484D=4=3;8274=
4=:4=B #4D4"8CC4;6;8434;48= 4A><<C 30
3DA274=48=I4;=4=F8A:;8274=8=64==827C=R74A
3844=CF434A1DB64347=C34A34=:4=34B8=3D=3384
554:C8>=4=3 7 4BC8<<D=643=4AD=4=3;8274=
(D1BC0=ID=R27B4C=CF434A4A0;B0DB64347>C34A
34A0;B34=:4=3B8273ABC4;;4=B8=384 60=I4
>;64 8B0C;B>384B40=I ID>14ABC=4=3;8274=1
BC0=I784A0D5CA81D304=="> 38 ID;4CIC554:C8>
=4= 14A F84384B4554:C8>=48=< *=4=3;8274=4=C
BC4743384B4A064F48B4A60=I 01 ,48; 4AB27;427
C4A38=4B=4=4864=C;8274=14A60=E>=< *=4=3;8
274=ID 34< =3;8274=ID6414=0== B>;RP4A48
=4B384B4A=3;8274=8=64 D=<8CC4;10A384< *=4=3;8274=
4=CB?A8=6B4>=34A=DA<8CC4;10A=R<
;827E4A<8CC34;A2748=0=34A44B=I4;=4B34A4=3;8
274B30BB4;1BC8434A3DA2748=0=34A4B4A<8CC4;C
8B0DB5B=B=4=3;8274 434B48=I4;=4>34A4=3;8274
8=6 8B0F84(?8=>I0B06CD< 0B48=D=3,8A:4=
14BC8<<8274E>= >CCB27;427C78B>=34AE>=
>CCB>54A4=AB4;1BC27>=0;B0558I846A3027E8A3
E>=8A64=348=4BC8<<D=6D=3384B4BC8<<D=6
B4;1BC8434A8BE8270D=<8CC4;10A= >CC64B4CIC
B>=34A=DAE>= >CCB>54A4=AF8434A<8C48=40=

34A=14705C4BCDB5B=B=4=3;8274 27 :><<4 0;B>
=84 0D548=4=%D=:C F> 827384A0640D5F4A54F==
C46)%3848=64 0DB>CC5>;64=>34A645>;6B=B=3
(?8=>I0;4D6=4C;B>9434=F07A4=.&!.' 34B=3;8
274= E>=9434<=3;8274=F4A34=F8A8<<4A=DA
F84344A=0=34A4B=3;8274B64F84B4=E>=34< 94=4B
ID< 0B48=14BC8<<8C384B6478=B=4=3;8274
IDAU2:B>30PF8A=8454ACB46A34=D=3=8A64=3B
48=4=D=<8CC4;10A=4A60=6DB34< *=4=3;8274=
8=B=3;8274=027F48B4=F==4=
,8A B8=34=TC86<8C34AA:;RAD=9434B=6B
8=B=4=3;8274DAU2:ID6474(?8=>I01470D?C4C
34==>2730P9434B=6 I48C;827,48B4=DA0DB
48=4<0=34A=8=6 0DB34A#0CDA>CC4B14A=DA
%6)'%1%)2%04C4A=<>3> 014AB>30P48=4384
0=34A48=B27;84P<64 ;;4 8=64 B>F>7;384
94CIB484=34;B38448=B=CA4=>34AU=5C86B48=F4A34= B8=3
3DA2738 4#0CDA>CC4B=F864A48B4
F8438486 4=B2705C48=4BA4842:B64B4CIC
,84 ;RP=B827=D=30B F864 D=30;B>94',%)#(4
B4CICB48<94=4<U2:60=6 8=B=4=3;8274A48<4=
3 7 F84;RP=B827=94=4AU2:60=6 8=B=4=3;8274
34==>27 8= =B47D=6>CC4B=D6;4827 0;B48=01B>;DC
?ARB4=C34A6464=FRAC834A4= (?8=>I00=C
F>AC4 84A0D5DA248=<0C74<0C8B27,4B27=8B
"0= 34=:4B827B064CAIF48 0DBE4AB278434"4C
C4;?D=:C14B27A8414A48B434A4=48=43A4=0=
34A=48=B27;84B8F4A34=384*=6;4827748C44B
IF8B274=384B4IF48 A48B41458=3;8270D<B
>34A384+4AR=34AD=6744;27448=4=384B4<F8
B274=A0D14F46C5;UBB864A4F48274'0C4A84A
;4834<UPC40;;4-07; O14ACA4554 34==>27
B064CA8B784A48=4;4:%1%=4=3;827:48C4A034
F84=D=784A8C34A1;>P4=344IF484A0DBE4AB2784
34=4<"8CC4;?D=:C14A=8270=I4=CA8B27B27A84
14=4=A48B448=4D=4=3;8274-07; E>=*=6;4827748
C4=>34A+4AR=34AD=6844=48=4<14B27AR=:C4D<
6;4827I48C3=302CB4B4CB8C8>8B<8C34A344
>CC4B8=D=4=3;8274AAC60=6>=48=4<8=6 ID<

B>=34AF=48;4A3848=64 =DA0;B(4;1BC14BC8<<D=
64=34AD=4=3;8274(D1BC0=34=:4=:0== 30P4B
014A8=64 681CF48P4A1;>P0DBA507AD=6B
FUA348?< B>IDB064=8274C8=50;;4=554:C8>=48=
384D=4=3;8274(D1BC0=ID B4CI4F4==4A48=4
8=64 8=34AA507AD=E6>A5R=34=3B>I486C8827
34== 30P4A48=4=>194:C8E4D=B0<<4=70=6F8
B274=>CCD=334= 8=64=IF0A1470D?C4CC14A87=
=827E8A:;8270D5I486C8848=64 B8=87<=827E>=
B48=4%A8=I8?DBB>=34A0=34ABF>764AF8P B
78;5€8274CF0D B064= < (HBC4<34B(?8=>I0
7014=3844=3;8274=8=64 :48=4 !(1(%)3 =DA384
D=4=3;8274(D1BC0=I=DA>CC2348864=C;8278
8=64 7014=:48=4F07A705C8A:;8274G8BC4=IDC
0=CF>A8274B>4A:;RA<48A=DAF4=86BC48=BA4
=827C F8A:;8278?7A1;>PB2748=10A38BC4=$34A
M ;;4B =3;82740;BB>;274BDA=827C (48=DA
(27A0=:4 #460C8>= IDC B>4A:;RA<48A384B#44
60C8>=4D=3IF0AE>=34A(D1BC0=0DB34==384B
<DP645>A34A4A34= 4A (?8=>I8B<DB486C8827;B>0D27E>=
384B4A
(48C4;B48=(HBC4<E>=D=E>;;BCR=386=4D=E>;;
:><<4=4A =CF82:;D=6RCC4ABC0834AC>C41=;8=
34=(D1BC0=384;414=3866B4B4CIB>1>C87<94=4A
D0;8B<DB34ACCA81D484'8CC4;0A384=3;827
:48C34A8=64 F8A:;8270D 146A4854==4== =R<;827
30B0DB64347=;C4834= 4864=C;8207B1;8=3414B8=
=D=6B;>B4BC3>:>==C430BD=4=3;827%.+%.0;B
3848?< %.3'%'%.'%2%3%3%C4=14BC8<<4C4A34=
0;B3849=4BDP4A8274B4CIC4=B8278341BIDAU2:
ID1A8=64BD274=3403DA274=CBC0=34===>C
F4=386'>3858:0C8>=4= 34B0DB64347=C;4B4=B
D=3IF0A=8270C;>P">3858:0C8>=4U14A70D?C>=
34A=14BC8<<C4=3D=C4A48=0=0364BCD5<3858
:0C8>=43=4B0DB64347=C(48=BID6;4827014A
).$%- 30B4=:4= 8=B48=4=<4A7R;C=IBB34< DB
64347=C4?48=4=;834ABC0=50=3D=38=9434A34AB4;
14==DA18BD 48=4<64F8BB4A034B:CDBB827
4A7>1B>F0A4=0D278=87< 34< 4=:4= 4BC8<

<D=64="">3858:0C8>=64B4CIC34B4A430=:4 8BC
014A34< (?8=>I0ET;;865A4<34B8BCF8464B064C48=
D=4=CF82:4;C4BC4<D=38=F8454A;;4AAACD=DA
414=E>=34A<0=64;=34=A05C34A=CF82:;D=674A
AU7AB>8B4C330<8C327>=0;B50;B2748B34A8AA864B
30A64C0=7=430P<0= =TC876CID 34=64FT7=;8
274= =:;064= 34BB4;14=D 6A4854384C481B=64
A427CC488B=34A)0CID D=14BC8<88=3D< 4CF0B4;C4=D
:T==4=
84 =:;064= 34A4ABC4A=CF4A34=<48B0DB0<
<4=6450P8=34< ><8=TB4;>AC%0=C748B<DB8C
34< 74DCIDC0=6427 4;8414=0D2730B+4AB278434=
0AC86B4C4827=4C8A3D=334BB4E84;4B827=DA0;B
48=4B4827C>7=4#02734=:4=0=IDF4=34=34;4A:
I4D6B14384=4=D< 0=34< F0BB84=8270D F834A;4
64= F48;=8270C8=<0;ID E4ABC474R=78B8=3F4=86
BC4=4B=4>7=<R27C864=A=0DBID;0BB40= 384
B4A46A858=B>0;;64<48=4<90<0= :0== B064=50BC
14BCR=3864=1A0D278BCB>F4A34B27784ACF0B
U14A384<T6;8274=434DCD=643=4BB4;149943>27
ID=R27B=CA8=14ID60D5(?8=>I0 B064= 84 64
<48=BC=4>ABC4;;DE=6=%0=C748B<DB=38=F8454A=
<0= 30B(HBC4<34B(?8=>I8B<DB5UA%0=C748B<4DAB
:;RAC0D2734B(?8=>I8B<DB8B384B4=02734<B4;14=
B489434B38=I4;=48=6 9434ATA?4A =DA48=
<>3858I84AC=4AC4B6414307438>E84;TCC40;B
48=I4;=48=64 48=86#4D4A7014=8=384B4<1;8=
34= =;0D54=6464=%0=C748B<3DB4B>60AUA48
=4A;48C4C8B278B<4DB;RAF0B0;;4< 74A641A027
C4=D=3F>7;14:0==C4=4ABC0=34A>AC44=C6464=
8BC4== 4BF8A3 =84<0=34<34A384*=C4AB2784
34<4=B27;8274=A>ABC4;;D=6BF48B427;>P78BC>
A8B274==C48=50;;43=4= 4C8B278B<34B#464AET;
:4A 38448=4CA0DP4=5434=4=07= >34A48=(CU2:
>;I >34A(C48=D< 464=BC0=87A4A3027CFR7;4=5UA48=4A;48
ID 70;C4=<8C34< %0=C748B<DB
48=4B418;34C4=34AB= 14B>=34A4A847D=60D5
(?8=>I08B4B9434<0D27F8BB4=B2705C;8247U1
C4=146A485;8D7<0274= 30P64A034F4==30B1,,%2

(484=340;BB>;274BF4;274B414=30AD<B4;1B=C827C
48=14B>=34A=4B4A48=I4;=4B484=34B48=0==
/33 8BC30P64A034A0AD<>CCB4;1B=C827CEB>=
0;;4< %2/.$%1%>34A).9%,.%. B48=T==4 #D=
;RPCB827014A34A46A856D27B>50BB4$16;4827
=827C8B=I4;=4B>CC64=0==E4A34=T==4 B>B48
3>27384,4;C 0;B 8=7486C34A0;B ,, 643027C>CC
6;4827>34AF84<0= 64FT7=;827B06CE>= >CC=827C
D=C4AB27843;48= E4ABC47C= D=C4A84B4<;;
F8A:;827=DA30B>;;4:C8ED<34A4=3;8274=8=64 B>
8B4CB=827E07A30P(?8=>I0B84E>= >CC=827D=
C4AB27484;4= 30B8BB48=14BCR=3864A4E>=
=50=6 18B D =34 >CCB4830BF0B3DA27B827
B4;1BC46A8554A34F0B:48=4=0=34A=46A855>A
0DBB4C384,4;C 014AB4830BF0B=DA!#(>CCB48
D=3=DA0;B>;64 E>= >CC146A8554A34(D1BC0=
C8308E8=C0CDA:0A8>BAD8B5542C8>=81B4B4
!47A4 F4;274384 01B>;DC(4;1BCR=386:48C4B=3
384 01B>;DC*4B4;1BCR=3863:48C8=64 1470D?C4C
B4CIC8B274=14834=48=4*=C4AB27843AF07A705C
3855 4A4=C80864B=4A8BBC=3B>F4=860;B30B48=
I4;=4 8=6 B>F4=860== 0D27384,4;C 0;B1;>P4A
><?;4G 34AB4;14=027(?8=>I094>CC64=0==E4A34=-D<
O14A5;DB06C>27(?8=>I0 (D1BC0=C80
8=58=8C=B42>=B834A0CB4?>B8CB8B5542C8>=8
1DB0;;48=B48>CC B 1;8414 0;B>=DAU1A8 D B064=
=027(?8=>I0B48F0A384,4;C =827C>CCF>7; 014A
B48D<64:47AC>CC384,4;C >34A4AB48,4;C U14A
70D?C3 7 4BB48D=<8CC4;1 8AB48=4(48=48=4
)>C0;8CB>C= 4BC8<<D=643384B4(48=B64B4CIC
84A0DBUA3014A=8275>;64=30P0;;4B >CCB48
F84<0= 3DA27 0B,>AC%0=C748B<0DB3AU2B>=
34A=30P >CC0;;4BB48 84AF8A34B=D=014A,,%.
(HBC4<4E=64<48=B27F4AD I4864=F84D=38=
F4;274<(8==4 >CC=8270;;4BB483 7 F84<0=
>CCE>=8A64=4CF0B27;427C78=BB27;84P4=
:T==4 4A=4A8B0D2734A(8==34B(0CI4B >CCB48
0;;4B=8278C4A4AB482%).%-4B4= =0270;;4B34==
384B1;4816C<<4A48=5027?A8D05542C8>=8DD=B

8=B B>=34A=DA4AB48B48=47A)23%.9=0270;;4B
34A0;B4G8BC84A8=34A=C50;CD=B48=4B0=I4=
(48=BD=36;4827B0C1DP4B827A14CA027C4=C4B48
384)>C0;8CRC0;;4A4BC8<<D=643=4B(48=B=8270C14A
>CC8=B48=4;4B4= 0=B827=34A8=B48=4#4A1>A
64=7481C4CA027C34C4B8BC8=4B47A827C864=C4A
B27483D=384<0= 64FT7=;8276 4A=U14AB847=C34B
8B4CB0;;4A38=6B827<8C384B4*A=C4AB27483D=627
=8270CDB64<0278C0P4B48=4A827C86 64C E>= >CC
ID 34=:4=D=3ID B?A4274B48F4==<0= B06C>CC
B488=B48=4<(48=>34AB48=4<(48==027384)>C0;8CRC0;;4A
4BC8<<D=643=4B(48=BD=3F4==<0= 384B
>16;4827=8276C0=I B?A027A827C86=C748B<=4B
=4=F8;; B>8BC0;;4A38=6B14A$)%2%46A855=4B
%0=C748B<=D27=8274C=CB27843484BID 4=C
B27483484BC(0274 34A%78;>B>?78 4;1BC
=34A4+>AFUA53384<0= (?8=>I0<027CB8=3
F4==<0= B864=0D4D=C4ABD2764=C;827=14
BC8<<C34==9434A>AFDAF58A348=14BC8<<C4DA
F4==<0= 34< +4AF>A54=4B0B427C4D=330B
,07A4 4=C6464=BC4;04= F84<0= I :48='427C
70C48=4=4;374AA=D C034;=30P4A384(27;027C
E4A;>A4F=4==<0= =8270C=6414=0== F844AB84
4=CF434A7RCE4A<4834>34A64F8==4=T==4= (>
8B4CB=0<4=C;827D27<8C94=4A=641;8274#827CD=
C4AB27483D=6C4E>=34A;4;C (>;0=643841 8B74
A864=14BC8<<C748=B47D=634A13E>= 8=748C
8=F4;274A>CC=0279434<(HBC4<8C34A;4;C BC4
74=<DP 5>AC30D4A4C=8=48=45TA<;827A4==D=6
30A53>27384*=C4AB27483D=648=4< 0;; 0DB
B27;064=B>;0=6384A4=I4 94=4A=C4AB27483D=6
=8270C=646414=B>;0=670C94=4A>AFDA6464=
(?8=>I0:48=4 4BC8<<C748CBB4;14BBE>=34<
0=34A4=827<8=34A64FT7=;8274=D B064=30P
(?8=>I0384%4ABT=;827:48C4B4D6=4 ;;4A38=6B
70C>CC=027(?8=>I0:48=4E>=B48=4;4B4= E4A
B278434=C48BC4=IA 8BC41 B48=4B4= D=3B48=
,4B4= 8B30B0;;64<48=4;4B4= 3840;;64<48=4(D1BC0=I4A=4A
8B4CA0D2764=6464=384,4;C =8276C=

48=4<&1%)%3 7 ?4ABT=;8274=4A7R;C=8B4;C
8B4C8=4>;64 B48=4A8BC4=D=3304AB48=4A341
=0273 7 =>CF4=386G8BC8B4A8B0D2738 4;C
48=4>;64 B48=4#0CDA14A B>;0=6438 4F8BB4=
B2705C;8274G6A855B4>14B27055B8=3304PB4;1BC
38494=86%=78;>B>?74=4;2745UA384%4ABT=;827:48C
>CC4BCA48C8271D 34< 4:4==C=8B4IFD=64=
B474=027F8BB4=B2705C;8274A855B4B48384%4A
BT=;827:48CC4B=146A485;8270=64700D27
384B4#>AFDA548=4 A05C
B 1;481C;B>8= =B47D=634B(?8=>I8B<DEB>A
34A70=B>7; =827C;BA 0;B30P4A48=(HBC4<1;>P4A
#>CF4=386:48C48 7 30B0;;4B0;B1;>P=>CF4=3864
>;64 0DB34A6TCC;8274#0CDA=8270;B5A484D5R;
;864>;64 B48=4B;;4=B 4A:;RA;;48= 4B8BC384B
:48=+>AFDA534A34< (?8=>I8B<DB8DBB27;84P;827
64<0270F4A34=0==
84 !47A434B(?8=>I08BB8< 0;;64<48=4=48=#>C
F4=386:48CBBHBC14A 0D278==4A703384B4A
(27A0=:48B4CB48=D=4=CF82:4;C4HBC4< =B14B>=
34A430AD<F48;384(D1BC0=14887<60=I D=14F46
;8278BC384C>C=14F46;8274 1 B484=384=87A4<
(48=E4A;>A4=48276=384B4<(48=B827B4;1BC4B8C
I4=34D=3BC4864A=384B827;B>0D27F8434A5A48
E4A784;6464=384B4(48= ,4== =D=34A(?8=>I8B
<DB48=D=4=CF82:4;C4HCF4=386:48CBBH8BC8<;RP8B27D<
E>A0D4BAF0AC430PID=R27BC=34=
D=<8CC4;50;64=34!47A4==D=414=384B4#B>C
F4=386:48CBBHBC74A4=CF82:4;C8270C14A384
#>CF4=386:48C4;1BC14AFD=34F=>A34=B484==
4B8BC384#0CDA4B<4=B27;8274=48BC4B4B>=34AB
8<?78;>B>?78B274ACB27A48<84=7CB=4ATAC1DAC
AU2:ID;0BB40D27E>=48=4<%A8=I8=8270C1IDBC4
74= 18B4B8=0;;4=B48=4=>;64= 4AB27T?8BC#827C
30P4=C6464=64B4C4BC4A41D=6D=3+4ABD274
=8278<<4A30IF8B274=CA4B=40D276464=(?8=>I0
D=3384 5>;64=34=014A30B84B8276464=30B*=4=C
F82:4;CA827C4B=64F8==C384BDA274=,834A
B?AD274;1B=CA48=47T74A4CD534A=CF82:;D=6

D=34BBC47=D=<8C60=I 0=34AE=D=3=4D4=AR5C4=
F84344AD5646 4=F4;2743845AU74A48=FUA5438 84
=DA30B*=4=CF82:4;C4A054=827C3B47AE4A<T64=
"0= 70C30B%)".)9)2#(%(HBC4<8=34AD548=0=
34A5>;634A?78;>B>?78B27=C=F82::D=630B=R27BC4
=02734< (?8=>I0BB27>=B47A5AU7;B48=34< (?8
=>I0BC8;;B27F4864=C6464=64B4CDC=34BB4=
%A8=I8?4827B0E=C4A6A014=634AU7<C;48= 4B
E4A7RE8327 30<8C60=I 0=34AE0B <0= 8< (?8=>
I8B<DB30B=BCTP86B5C4=3F0A 30P >CCD=C4A
34< 8=4=B48=4ACCA81D4=CA0273840DB64347=C4
(D1BC0=B48#D=B06C0= !481=8IARD<30BDB
64347=C414A70D?8=F46D=3E4A648BC8;4B ;
;48=8=$%-(8== 8=F4;274< 4B!481=8I4=C54AF=CA4B0D273DA27
(?8=>I0B27>=4=C54ABC3D<64:47AC
8=34< (8== 8=F4;274< 4B(?8=>I01470D?C4=7R;C
4B0D27!481=8I148#R<;827!481=8IB06C84 (D1
BC0=8BC!2 F8AT==4=384BE>A;RD586=U64=3
4A:;RA4F=4==F8AB064=B48="48=D=6 BC384(D1
BC0=B48%)23)'%(D1BC0=I84B4A46A856CA80C4A
ID=R27B=CA4=C64643=4AB27;427C4=>ABC4;;DE=6=
34A"0C4A84;B48=4<-DB0<<4=64B4CIC=481=8I
B06C(>F>7; 30BF0BF8A30BDB64347=C4;B30B
F0BF8A30B4=:4=34 =4==4= 14834BB0=B827=DA
'%)23)'%(D1BC0=I14A 414=30BB4;1406C427E4A
BC0=340D27(?8=>I0 34A<47A0;B48=<0;E4AB8274AC
384DB347=D=6;B6TCC;8270B81D=34AB84F07A
7050C4CA027D=3B>F84B8423 B48=8278=)48;4
CA4==1834A0DB)48;4=IDB0<<4=64B4CB=>=34A=
48=B27;427C78=50274B414=B48D27384'0C4
A84=827C48;10=34ADB0<<4=64B4C0;B 4"23!.9
B>=34A=DAB>54AB841BCA02C164I>64=E>=34A
(D1BC0=D=35>;6;827D=F07A14CA027E4AC34
,4== <0= =D=D=C434< !3%1)%,,%41 $%24
2!--%.'%2%393E4ABC4B3F0A34< (?8=>I030B
DB64347=C434A384(D1BC0=D=C43B4B4<CCA81DC
14CA0274C4=B648BC8B84!481=8IB4;1B38+>A
B4;;D=684 C48;10=34ADB)48;4=IDB0<<4=64
B4CIC4C4A84=CBC43C (?8=>I0414=B>F>7;DA

8=5>;648=45A0;B274D=3D=A427C4=CA027CD=6B
B844481=8I=3DA248=41;>PE4AF>AA4=>4ABC4;;D=64=CBC47C
!481=8I;4D6=40D27=827B27;427C738=B
)48;10A34A"0C4A840;B(2748= !481=8I=8<<C94=4
8=748C43844A">=034= =4==0D270;B384;4CIC4=
>1F>7;648BC86;4=<4=C40;;4B'0C4A84;;40=).%
">=034 5UAB8271ACA027C84B27;427C738=:TA?4A
;827A48=4>ABC4;;:A05C==384B+>ABC4;;:A05C
B48=8B=027887<30B;4B4= 0;;4B(484=34=#DA30B
94=864BCF0BE>ABC4;0C14A<47A4A"4>=034= 18;
34=IDB0<<4=48=0=I4B 30B0DBA4;0C8E=C4A64>A3
=4C4D=3A4;0C87EAAB274=34=034= 14BC470C14A
34=4=D;4CIC8=43><8=84A4="34=0B B8274A741C
,4A =D=384B4B=I4 B>BR74F844B>CCB8476C7
=DA0;B48=0=I4B IDB0<<4=70=64=34A=348=0=34A
6464=B48CE86A0DBB4CI4=34864B48BC864AR5C434A
FUA34=827CEB>=:TA?4A;8274DB347=D=6F07A=47
<4= ;;48= 30B48=I4;=44;CF4B4= 34A'4=B27
I BC47=8278C=94=4<?4AB?4:C8E8B'87C4;
?D=:CF> 87<3848=64 2/ 4AB2748=4B>=34A=
0DP434<B4;14=D=33DA2784B4ACE>=+4AB2784
1D=634A">=034= 0=48=0=344ACBC478=E4AF>A
A4=4>ABC4;;D=E6=334A1;>P4(2748=30B1;>P4
%7R=><384B4E4AF>AA4=>4ABC4;;D=B30B
:TA?4A;827DB64347=C30B0=B827=827C47A'40;8
CR7CC0;BI 34A'464=1>64= ,0B =D=(?8=>I00D5
384B4AC3DA248=41;>P01BCA0:C4CA027CD=6BF48
B43DA271BCA0:C8E>=34A0=B827D=C48;10A4=
(D1BC0=4=CBC47R=PC30B(2748=18;34AC48;10A4="0C4A84B
4=CBC457CA481=8I3DA248=4E4AF>A
A4=4>ABC4;;D=634B:TA?4A;8274=6 8B0=B827
=DA48=0=I4B 648BC864AR5C4T==C4=F8A4B03
R@DEC:ABC4;;F8=4 >CCB>FUA34=F8A=827CEB
48BC864B8A8B474=#DA384E4AF>AA4=>4ABC4;
;D=64AI4D634=(2748=34ATA?4A;827:48C274
E>=14834=A:;RAD=6448=;4D27C4=84A8;;827
=827D=C4ABD272747=4AFR7=484B=DA8=34A1
B827DC I4864=30P F4==<0= D=C434A">=0B 30B
48=502748BC864E4ABC4378=F07A44"23!.9 34A

F8A:;827;;4B :><<C =DA30A0D05= F4;274B=4A
7R;C=84A34=0164;48C4CE4>=34A*A<>=0B017R=68
64="">=034= ID 34A*A<>=034681C84AU14F8;;
8273434==B48=486=4;=>AC40=5U7A4=4DB B>;DB3BC
D=8C0C7A8<8C8E0E3D1BC0=/C3)!1)! 2D9D3B>=24?CE3B=
4642C4C2 2D9D3B1/$4#3)/.%2784A
(27T?5D=6BD=C<=4B<>=034B2A40C04DC#
34A8E0C40=0B2D=CD38C)>@D07A42>=C8=D0B
8E8=8C0C3B5DA0C8>=4A424?C8E8C0A40<CDA04
;8<8C0C2D84BB4=C840,4BB;8<8C0C0<B> >CC
0;;48=8B87<BD1BC0=C8868=0AB0=87<F4A34=
3840=34A01/$49)%13?8=>I014384=B827384B4B
,>ACB=827C34A=DA=4864=C;8274 8=64 B8=3
34< (?8=>I01;>P4;>68B2740=0C8>=4=B 5A06C
B827;B>F0B384B4B6A>3DI84A14481=8I1434DC4
(C0C43=4B46A8556B1C4A=B48=),$ 38448=I4;
=4= 0164;48C4C4=034= 4=CBC474=A2748=14
BCR=38642B',)39%>34A4CC4A;4D27C4A>CC
748C8= B>;2745D;6DA84A84CF0B *=14
BC8<<C4B30P<0= 30A0D8B44BC8<<C7484A
8=64 4A:;RA4T==C4 A 4A:;RA0C;3844BC8<<C
748C4A8=64 8=34<4AB06C94=4B4CC4A;4D27C4=
F4A343DA2738441?C8E8C34A40CD;A<8C84B84
7014==DA48=64F8BB4BP >CC0D5ID=47<4=
84A<UPC40= 0;B>34AA40CD48=4I4?C8E8CRC
IDB27A4814=>27474B84G8BC84B434AA40CDA
B06C6%2%.3,)#(8<8C844C=64B27ARI:C48=
A48;827=4==B84AB3C14A 384A0648B9014=
384A40CDA 7 0;B>F843848<8C0C84=CBC474
D=330384B4827C438=6C48=0== 3DA2738448=64
B27AR=:C4?C8E8C34A=>27=827%7)23)%1%.$%.
A40CDA=34AAD=3384B4A=B27AR=:D=4=B>F4=86=34A
D=4=3;8274=27C34A>CC748C
;8464=0== B>8B;48274C8=IDB4743=0P34AAD=3
34A8<8C0C8>=DA=34< 6TCC;8274;;=4= ;8464=
:0== 84B2!'3 !481=8I=827C3>>554=104A4B064=
<UPC44AA4B?4:C8484C8<8C0C834AA40CDA0P
4A384BD 1470D?C4B>>554=10E4A<48344C86C
F>7; F8430B0=I4 64<48=8BC#R<;8274AF8;;<8C

34< U1A864B27T=4=8;34 34B,4CC4A;4D27C4=B
F>148>CC6;4827B0F=8448=4E>='40;8CRB27F0=
64A4>;:4 643027F8A3=DAB064=3846 4B270554=4=
">=034= 5>;64=0DB>CC>34A34A6TCC;827#0=CDA
414=B3BC8D;=3>7=4486=40C F84B84=027 0)./9!
0DB87A5>;64= A 14384=B827=DA48=4B7HB8B274=
8;34B F84(?8=>I048=4B4><4CA8B27,4827=8B
B4B8=34A(0274014A,RD54B0D548=F78=0DB0B
E>=87<641A0D27C8;3 :><<C 0D530BDA0;C34A
<0=0C8>=DAU2: 14A 0D27(?8=>I08B90<0=0
C8>=8BAC48;8=27C7HB8B274A=34A;>68B274A
0D271470D?C4A5A48;8=27C8=RDP4A4BCA4==C
F4A34=34B DB5;84P4=34E>=B48=4AD4;;4 F84<0=
384<0=0C8>=64FT7=;827E4ABC437C==>1 B894
D=38=8A64=348=4(I<HBC4<1 34< 34A9U38B274=
0110;0 B>ID E4ABC47674=F4B4=B488BC>2748=4
6A>P4A064 B>=34A30B0DB>CC>;64=341;4816=
>CCD=3<0= :0== 8=B>54B48=447A448=48<<0
=4=C4<0=0C8>=B;47=4==4= 84 A48=4'>=034=
B8=3014A0D27=027!481=8I). >CC 4== 30BTA?4A;8274=CBC47C
87<=DA8=34<B844:%1 >CC
14CA027E4AC34= 8= F07A4A=C4AB2783636464=
;8468=34< B27>=4<4A:C4= ,4== (?8=>I0 >14A
6;4827 48=4=41A0D2730E>=<027C43>278=34ADA
B?AU=6;827-4=48748C3844A8=30B7T27BC,4B4=
B4CIC4>278<<4A48="8CC4,14B0P48=4(27T?5D=6
4=3;8274A=64 146A485;827<0274= B>547;C384B
!481=8I4=6R=I;827 #>27 8BD 14<4A:4=30P
!481=8I<8C94=4A:;RAD=6DA4AB3C348=50274=
">=034= 70C=>27=8270C14A4864=C;8228748=64
F4;274=02787<0DB48=4A:D<D;0C8>=>34A+4A
:4CCD=E6>=">=034= 14BC474B <UPC40;B>48
64=C;827=8278384'>=034= B>=34A384BY)>C0;8CRC4=
+4A:=U?5D=64=34A(HBC4<4E>=0DB>CC4<0=84A
C4=B48=>34A<UPC4>2714B>=34A4A:;RAC4A34=
F84B884D5384 0=64=><<4=4,48B4 E4A:=U?5C4A
34= 3 7 4B;>7=G=8278C4A"U74 F48C4A=384B4A
4DAC48;DH66474=34==F0B0=645U7A<A34=
A4827C>7; 78=D=BD U14AI4D643=0P<0= 34<

B8==A48270==4 *=A427CDFUA34F4==<0=
B48="4>=034=;47A45UA4CF0B47A0;B48=4H?>C74
B470;C4F>;;C43844AB827DB643027CCC484;
;4827CDAD< 34< (?8=>I8B<DB8=BCF48;4CF0B=
34A4B=C6464=IDBC4D4=3844;C 30AU14;4827
B0<ID I4ABCA4D4> 48=4(48C464;0=64B384B4A
H?>C74B48A:;827B827F827C8D <0274= 4==
F84384-48C64=>BB48=27<48BC=384#414=B0274R=64=B>F0A
94=44B20AC4BB27064342><<4A
28>0=8<84C2>A?>A3840;;4AF827C864C4A34=
84AD=C4AB27B427D=!481=8IE>= 4B20AC4B
3DA27!481=8IF0A4=CB278434=4C33D0;8B431;8
274BD=3 48BC864FBA4=87<8=B>54A8=B0;B4A
14834BD;4CIC53 4= 46A855A">=0B IDAU2:
5U7ACA 70CC4B>=8278384(27F84A86:48F4;274
4B20AC47BCC414A 9434">=0B F0A87<48=01B>;D
C4B4=CAD<48=*=8E4ABD5UAB82748=40164B27;>B
B4=4;C 48=4A48=427748C8=384=827CEB>=0DP4=
78=48=:><<4=>==C4 84 ">=034= B064CA7014=
:48=4 4=BC4A8DA2F4;2743848=64 78=48=BC8464=
,84 :><<C 4B34==014A30P384B">=034= 384 64
64=48=0=34,0DC4(A;1BCR=386:48B84=3D=C4B827
U14A48=BC8<<4=34A30P3848=414BC8<<4=5UA384
+>ABC4;;D=634A0=34A=8A334==87A;4B4= 14
BC47008=1;>P4A>ABC4;;D=9434">=0B 8B=DA48=4
486=4B4;1BCR=3B64A4?A04B4=C0<3484=24=
CADA4?A04B4=C0C*8E4AB30B5A48;82=DAF84
34A384+>ABC4;;D=634A0=34AE>ABC4;„84 ;RPC
B827B=B14B>=3494448==86D=3D=<8CC4;10AA
7R;C=4A:;RA4F8B274=34A">=034 F4;2743843>
<8=84A4=348=4B5A60=8B<DB84D=<8CC4;10A4
(44;434B4814B3841;>PC84A8B(274 8BCD=3IF8
B274=34A7T74A4=F4;274384E4A=U=5C(44 48BC
84A0D5=CF>AC481=8I M 4834B8=3B>ID48=0=34A
64BC8<<D=30D548=0=34A427=43P384E4A=U=5C(44
ID5>;6434A1;>P4=8<<0=4=C4=
E>;DC8>87A4=>ABC4;;D=6D=3>7=40DB827
B4;1B78=0DBID6474;;4E>ABC4F;0B8=34< TA
?4AE>A647C%)#(!,2 /" B84E>=87<0558I84AC

FUA34LF4AB8477C34A=8278C4==DA8< DB3AD2E4A
:U<<4AC4(?8=>I8BC8B2(704=I (?8=>I0B06C384
(44;4 8B<=827CD=34A4B34AD=<8CC4;104A855
34B TA?4AB0=384(C4;;4E>= 46A85B4CIC481=8I
30B148F48C4<=827B>E841434DC4=34AC +>A
BC4;;:A057C8=F8434AD5R7A4C5>AC3AU2:C4ATA
?4A1;>P48=4<8<<0=4=C4=4B4CIB48=4E>;DC8>=
5>;64=30;;4BF0B8=34A(44;4 E>A6478DA27B48=4
4F46D=64=0DB6;4827;BFRA4AID 384B4E>=34A
(44;4 14BC8<<FC>A34=B84E4A70;C8=827=4AB4;1BC
14384=BC827384B4B4827=8BB4IB84IF48*7A4= 384
34A'48BC4BA>48=64A8270=43CD564I>647=0C30P
38448=4>7=4E>=34A0=34A=D F8BB4=D6;4827<8C
34A0=34A(CD=34E=3+84ACB27;R6C84B4B0;B>
8B30B>14AU7<64F>A34=(4HBC4<34AB>64=0==
C4=E>A74A14BC8<<?24=BC018;84A0C4>=84 ID
2%).%148C464=BC0=B=4=3;8274ATAC4AD=64=
48=4B0=64=8= D=3,834AA434=B4DCIDC0764727
BC4=0B48=4?78;>B>?78B27=748@D8CIC14CA027C4=
D=30;B =;0P B827U14A3841O=6<DC34B34DCB274=
48BC4IB E4AFD=34A34A148B>F4=86=0CUA;8274=
D=33>27ID6;4827B>D=C4A64>A3=4<4AB4C4;;D=64=
B>;0=64B827B4BC70;C34P,4== F8A=0270;;4< 384B4<34=
!481=8I80=8B<DB
ID=R27B=CA0;B48=4=E4A:U<<4AC4(?8=>I8B<DB
0=B474=T==4= B><UBB4=8AF4=86BC448=4E4A
384=BC;8274C34BB4;14AU7<4=384B4R<;827
30P4AB827=8270C46=U6C4E>=34= 8=64=8<<4A
=DA8=01BCA02<C7=40;;4'U2:B8276C87A4*A=C4AB2784
34D=3 1BCD5D=64=E A434=%)".)9 ID4AB=C==C4
384,4;C 34AD=>A60=8B27D4=38=B64<48<>64
=0==C4=TA?4A48=42#(,!&%.$%>=034=F4;C384
(44;4 34A%5;0=I4E=334A)84A4F0A87<3841;>P
CARD<4="34=0B 384E4A=U=5C(4444AB384F0
274=34$16;4827A384B41BCD5D=16;P18;3;827
0DB643AU27CC>;;B84<87<3>27=827C14AB474=
F4A34=B84F0A34A4ABC=450=6 30B48=44B4= 34A
#0CD8=34A=>CF4=3864(CD54=5>;B48=4B
-D B827 B4;1BC ><<4=B14CA027C4=3:0== 8=

B>54A6=4;C40;B34A4ABC48< B?RC4A;4A4=3864A4A
 =CF82:;D=6 84B4(48C48BE>27384B27T=BD43
14BC34A1481=8I8B2744 7A4 E>=384B4(A8C4E>A
IU6;827 8BB384 0A64BC48;;C4=14:0==C4)=74B81DB
3841481=8IU14A848(HBC4<5UA84=14AU7<C4%A8=I
 D64= E>=(0E>H4=B27A841D=33843074AD=C434<
#0<4= 34A)74B4B=6A0C80?A8=28?BB84=8814
:0==CID6;4827 4F48B4=30P3846A>P4=4;374AA=
D=3%A8=I43=4A30<0;864=48CB827<47A 0;B<0=
74DCIDC0A647<4=0== <8C34A%78;>B>?718 4
B270554=027C4=3>270D27D64= F0A8270C8=4DCB274A
(>=BC70C8=14ID60D534=(?8=>I0!481=8I F84
64B06=DA3078=64F8A:C34=B?4:D;0C8E(8==384
B4B(HBC4<BDB34= 430=:4= B48=4A=334A5>;64=
34=-48C1D E4A3AR=64(48=+4A7R;C=1BB384B4<
34BB44A6;4827F>7B4;C4D=3BC4=BA8< +>AU14A
6474=4AFR7=E0A8=34B=827B>F>7;30B48=4B46
=4AB;B30B48=4B;U6;827DA427C;464=3D4=3ID
E4A<8CC4D=274=34B=DB;464AB= 384B4<(8==8BC
E>AIU6;827384(%/$)9%%64B27A8414=843DA276R=
686>7=487=E84¦D =4==4=34=(?8=>I0E>A0DB
B4CI014A<47AE>=87<01ID;4=:4= 87=ID E4A<48
34=BD270;B0D587=ID647C84B4B4A: B>;;C48=4
'427C54AC86D>=6C4B464=34A-D;0BBD=64B
 TB4=D=334BO14;B8=34A,4;C 4=C70;C41=4A
B27>=384(C4;;D=6F4;27434AA064U14A84=*A
B?AD=64BTB4=D=334BO14;B8=34A,4;C 646414=
8BC4BF8A3=R<;8274 8=4%#(3&%13)'4.>CC4B=
384B4AI847D=6645>A34AC384B(C4;;D=6827>=
B4CI43=5A4844A7R;C=8BC4B 34A,4;C E>A0DB
 4== F4==384,4;C 48=41;>P4=>CF4=3864;'% 34A
6TCC;827#0<CD8ABC>:0== 8=34= 8=64=D=38=34A
,4;C 6!(1(!&3 14CA027C34C=02734AACD=3
,48B4 F84B840DB34A6TCC;827#0<CD8A>;64=F434A
F07A705C43=O14;=>27F07A705CCF0BTB4BB48=
!481=8IF0A0;B>3DA2784A064B27>=3844AU1A8
64=B=827B827B4;1B64BC4;B>=34A0;B D5601448=47A>74=
%4AB>4A70;C40CC4BF0A384DA5UA
BC8(>?784E>= A0D=B27F4836A4#027:><<4=

=>2774DC34=)7A>=E>= A>P1A8C0==88==47<4=
3848 7=30ID0D5645>A34D4=30=34A4A48=46A>P4
T==4A8=70CC4845AU744B20AC40B=34AB27>=4A
FR7=C4%A8=I4BB;8B014C7=84<0=3BBD=14:0==C
F0B,8BB4=B270DC3 D=BC34< %5R;I8B2740DB
E4A30=:C40A; A843A827(?8=>I048=4%A>54B
BDA= 4834;14A6 3DA2784D56014=D=B27>=F0A
!481=8I64=TC86CC48=0=34A4B4A7R;C=IBB34A
,4;C D=3ID 34= 8=64=ID 6414=0;B30B(?8=>I0
D=330B4AB4;1BC7<8=B48=4<>=03>;>68B274=
%A8=I8?864=6414=70CC4A BC4;BC27;B>>CCE>A
0;BE>A0;;4A48CA0CB27;064=3CB827B4;1BC >14B
D=C434==>CF4=3864=8=B27AR=:D=64=4=48=4
E>=87<D=C4AB27843;4;C4D=C4AF>AB4=8=
<UPC414BB4B448=4B>;274;C ID B270554=34A
384B8R=I;827D D=C4A;0BB4F=4;274E>=34=E4A
B27843 4=4=T6;8274=$A3=D=643=4A8=64 D=C4A
94=4=4.5%1-%)$,)#(%8=B27AR=:D=64=4A4=>C
F4=3864>;64= F844A0==8<<C414=B>F>7;30B
?7HB8B2074;0;B30B<>A0;8B274B4 B48=<UBB4
F4;274$A3=D=634A8=64 0;B>D=C4A=>A0DBB4CID=6
94=4A8=B27AR=:D=64=D=C4A;4=<T6;8274=>27384
14BC4B448=FUA34384B4AA0CB27;06D=E6>;64;RPC
4A30== >CC34= =CB27;DID 34A%'%.6;13)'%.
,4;C 50BB4F=4;27434<=027=8278384 2#(,%#(3(). 014A3843>27
D=C434=4=>A0DBB4CID=64B=3BC
F>74A34==34A#0<4 $?C8<8B<D3B4=<0= 34A
!481=8I8B274=>ABC4;;D=61 4<64<RP 7RCC4
!481=8I 48=4.323%(4.' 34A4;C 8=34A48CD=3
48=448CE>A34A4;C U14A70D=8274=4=1;>P
;>68B274B>=34A48=4=A44;;4D=364B27827C;8274=
*AB?AD=34AB4;14=470D?C4C34BF>;;C4=6;4827
"%)>34AF4=86BC4"4;5 =02734AAB2748=D=34A
)74>38I44<0=2740=34AD5A827C86:384B4A81
=8I8B2740ABC4;;D=64854;=D=348=5A48;827
F464=B48=4A>P4=8C4;:48=4=866;0D1FUA3864A
"0== F>;;C4B>60E>=!481=8IB4;1B4B=4B27A85C;8
274NDP4AD=4A70;C4=014=3840=64I4867RCC34P
4AB48=40=I4)74>A84=34A)74>38I44B4;1B0;B

48=41;>P4=;DBD8=64=8=64B4747014(>;;C4827
30AU144=48=448=D=6RDP4AB>FRA4827474A64
=4860=ID=47<4=30P!481=8IB48="4>=03>;>684
0;B48=41;>P4=;DBD8=64=8=64CA027701414384A
=DA34=+>ABC4;;D=6=34A46;4827I48C8634A87<
E>A0=6460=64=47A8;>B>?74=C6464=BC4;;C4
30P4B87<E84;<47A8C34A)74>38I44A=B64F4
B4=!481=8IF0A48=E84;D4A507A4=4A=34A48=4=
D=348=ID64=80;4"A== 0D534A0=34A(48C40;B
30P4AB4;1B348="4>=034=;47A45UA4CF0B47A0;B
48=41;>PE>AU14A6474=34ABC4;;D=6C74;C4=
:T==4=,4;274 "48=D=6<0=8=34B30AU1450BB4
70C3=B>54A4=864;827C86:480;B4;1B34A427E4ABC0=34=4
)74>38I44=>278<<4A8270;B48=48
64=C;827,4A34AB?AD267464=384(?8=>I8BC8B274
4=:0ACB>=34A=DA0;B48=4<8;34A=3D=30::><
<>384A4=3DB;46D=634AB4;14=AB2748=:0==
!481=8I;48C40B TB4 8=34A;4;C E>=34A=>CF4=38
64=!8<8C0C8=34AA40CD74A 84B748P014A
=8270B=34A4B470D?C40;BF0B(?8=>I01470D?C4C
M 84 A05C3848< TB4=B8274860C8B?>B8C84E
CA027034CB4;1384 8< DC4=F8A:CB84BCF0AE4A
6;4827D=6BF48B4E>;;:><<4=4A 6%.)'%1?>B8C8E
0;B3848< DC4=0=B8270 14A>34A0DP4234A+4A6;48
27D=614CA027034274B4;1B4CCF0B%>B8C8E4B0D27
48=4+>;;:><<4=748C 0B F0BF8ATB4B30A0=4=
=4= 8B4CDA34A64A8=64AA03 34B%>B8C8E34B014A
1;>P5UAD=B4A+4A6;4827D=96B48="0=64; 4A
B2748=8=34A#0CDA34A8< 0=I4= :48=4A8BC30
0D27384B4B=DBIDA+>;;:><<4=748C34B0=I4=
647TAC84B8B8384F07A4'48=D=634B(?8=>I0 384
0D278=B48=4<HBC4<E>;;:><<4= 5>;64A8278B6C
#027!481=8I8B8=34< TB4=414=50;;BDA48=%;DB
E>=!8<8C0C8D=348="8=DBE>=%>B8C8E4B4B4B
"8=DBE>=%>B8C8EB4=34< 48=4=647TA0C14A414=
B>=>CF4=38D34A<T6;8271 4BC4;4;C 0;B30B%;DB
34B%>B8C8E43=4< 0=34A=90F848=34A#0CDA48=
O14A64F8274CB%>B8C8EDE534A48=4=48=6;48274B
O14A64F8274CB#460C8E40E534A0=34A=DA=>C

F4=3864=>;64 70CB>8B4CBF>7; 0D278=34AB8CC;827,4C
!481=8IE4AC4838>6CCF464=-D;0BBD=64B
TB4=70D?CBR27;827A27=C4AB27483D=46TCC;8
274=,8;;4=B D=3+4ABC0=34BCCB06CA:0==
=827C64=34=+4ABC0=34A+4ABC0=13A8=4C3
014A<8CB827307384A40CD2A'%1(!403 4.$ 30PB84
8=E4AB27843=403 4=;8<8C84B4C384B48<8C0C8
>= D=3<8C87A384'T6;827:48C34B TB4= 8B0C;B>
D=017R=68B6=34< 6TCC;827,8;;4= >CC70C=827C
384B4B>=34A4#A70C=DA30BDC464F>;;C A F48P
0;B>48=0=34A4BBCC4;>CCF464=34AD;0BBD=6
34B TB4= F844A5UA=TC87R;CD A427C54AC8,84=
8=34<4A30B TB4 8=3848<8C0C8>3=7 8=4CF0B
B4CIC30B=DA'0=64; >34A4A0D1D=6BC*=3 3>27
<DPID< TB4=4CF0B847A0;B1;>P4!8<8C0C86=4
7TA4=34==D=C4A;4= A40CDA4B6C4A034=DA384
E>;;:><<4=BC43 7 3840< F4=86BC4;8<8C84A324B
TB4=5R786=827C3BE>=D B064=30P=02734A
3>6<0C8B274=>ABC4;;D=F4;274!481=8I0D59434
,48B4 B27>=C34A)4D54;=8278384;8<8C84AC4BBC4
34A=E84;<472384;;8<8C84AC4B0C2D8BC1481
=8I4=BA:;RAD=6T27C4CFC30B1;>P=8434ACAR27
C864344A64<48=TB4 4A:;RA4=8270C14A30B TB4
8=B48=46A>P4=AB2748=D=64F844BB8278=34A
,4;C64B27827E4A48<8C34A7T27BC4=4A684D=3
+>ACA455;827:482C1C>P34A648BC862/-$%1.
B4;1B3C4A<>A0;8B274AR5C4827486C#8<<C<0= =D==>27
78=ID30P=027!481=8I!47A40D2730B
4=CB27843TF44 =>CF4=38DA+>;;:><<4=748C
34A4;C 148CAR6C38=B>54A=CF4=3864;1B4C8=
E>;;:><<4=4B8BC3>B847<0= =827CF> 784A8=*=
C4AB2784B43=B>;;"0= :T==C4B064=!481=8IE4A
1A48C3=C273DA274=4E>=87<U1A864=E3;;86D=
146AU=346C;0BB4=4>A0=BC4;;D486=4BA484=C
B27;DBB84=B>CCU14A30B0=I4 48=<8;34A=34B
!827C 14A 647TAC0< =34 =8270CD2738 4B4=AC
B27;DHDA#0CDA>CC4B>==C4AAB8287<E4AB064=
,>7; =827C4A =CB27;DHF0A0;B>8= =B47D=6
>CC4B4;1B4C3==>CF4=3864A481=8IBD2783384B4

#>CF4=386:48=DA303DA27D <8;34A=30P4AB840;B
48=4<>A0;8B27E4>ABC4;;D48= F4==384-/1!,)2#(%
#>CF4=386:48=DB DC4D=3D=C4A46414=4=438=
6D=64=30B4BC4D FR7;4=IDA!341 ID< %2%.
>CC4B47TAC84!481=8I1470D?C4E=8BB34B=DA
48=+4ABD27384#>CF4=386:48=DB F4;274AF84
(?8=>I0B06D;;4B0DB34< 6TCC;827,4B4= 5;84PC
ID E4A<8CCD=3E4ABCR=3IB270274= =8270D14A
B84D5ID7414=< 384B450;B27 <8;34A=3427748=
34=384+>ABC4;;D48=4A;>P8=34A2)33,)#(%#0CDA
>CC4B46AU=34C#=CF4=386:48DC14A30B(HBC4<
34A#>CF4=386:48DC14A70DE4CA1A48D4C4ABCA4D
4= 1430A5B=DA48=4ADAI4=O14A;46D=6B 647TAC
0;;4A38=6B34=64FT7=;8274?>?D;RA0C8>=0;8BC8
B274=+>ABC4;;D=6340P >CCB27;427C4A38=6B48=4#0CDA
ID5>;64=DA30B DC4CD=T==4 D=3
D=C4A4< DC4=E4ABC4=0C 30B34< ">A0; 4B4CI
4<RP4 14A >CC8BDDP4D=3U14A;;4< 4B4CI
34==%12%,"238B30B4B4CI >CC8B34A4AA9DA4
01B>;DC?4B8C8E844A8BCF48;4ABC4B681C827C
48=DC4BE>AD=30DP48A7< 30B4AF>;;4=<UPC4B
681C=DADC4B4AB=D2787< D=30;B >;64 E>=87<
6DC8BC=DAF0B 1 F8;; D=3=DA6%),4A4BF8;; 8B4DB
6DC=8270D=B827F4==4A4B=827E>;;C4FRA4B
=8276DC,4== <0= =D=30AU14A4=B;0A464:><
<4= 8BD=330B4AI 6450PD0C3844848=IDB474B>
B847<D= 30P94=464FT7=;827!47A4 >CCT==4
=DA30B DC4CD=48=C0DC>;>68B(0C4A8BC34==6DC
8B=DAF0B >CCCDD=38=B>54A0== 4A5A48;824?1
30B DC4CD=,4A =DA48=864A<0P4B27483F48P8=
D=B4A44A8C34AF48P0D2730P94=4A0CI 34A384
A48748C= >CCD=C4A4< (2748=E>=B8CC;827?4A
F4=386:48CD=I0D5741C4A;4CIC4;C 34B0C8>=0
;8B<DBBC34AB827B>60A=<0PC0DBB27;84P;827
6;4827B0B8CC;827B48=U1A864=B=34<4AB827
1;>P34< %>B8C8B4A64>554=10AC4;868>=4=C64
64=BC4;;4864=C;827< %>B8C8BD27=34A%78;>
B>?784=C6464BBC
B <06 B2748=43=0PD=B47AC48;U14A481=8I8<

60=I4==827B47A6U=BC66;0DC46C4B4B3AC480==
943>273 4< F07A4=48BC34B'0==4B:48=4=8=CA06
CD=(48=4%78;>B>?78A=827D=1438=62%).%78;>B>?78
F0A48=4<6A>P4)=48;4=027384%78
;>B>?78248=4B48C0;C4A3 384%78;>B>?784;
274B48=4480;;48=D CA064=R786A 4F8P B07
!481=8I4=B48BF48C40;B4AD 4A:4==4601 A
F0A6;4827B0<8C48=4<<068B274=82: 14601C
48=4<;82: 34< 9434A464=BC0=3D534=4AB827
745C4C48E>=B4;1B6827D5B27;>I481=8IF8A3
3DA27384,48C4D=3*<50BBD=648=4B48BC4B384
AD27C10A:B48=4A44= 384D=64<48=4014 B8==
A48274A58=3D=6847<148F>7=C4=3384=34A
%78;>B>?784F0B>(4;C4=4BBC;B8=34A%>4B84
>34A8=8A64=348=4AC<4=B27;82744ABCA41D=64=
4AF8A3DA27384B;;4B8<<4A48=(C>;I34A34DCB274=
#0C8>1;4814=B48=<47AE4A<8CC4;=0B4A4E>;DC8>
=RA4A8BC68=6B27>1D5>;643A87<48=F>7=4=34=
'D74 3DA270D=BA234&%.6%)24%C08<<4A=DA30B
#R27BC14=3BD27C4CA4<4474AD E4A18=340;B
B4;1BCGCA4<0D5IDBC4;;4=4=4A<8CB>6A>P4=
864=B2705C=8=2730B0;;4B;48BC4830B4A;48BC4=
:>==C4B><DP<0= 384D=U14AF8=3;82A74C>A14=
7486B48=4A8C8= 4CA0276474=94=4CA0DA864=
-48C3848= 4DCB27;0=B=<8CC4;1D5384-4AAUC
CD=643=4B 9R7A864A846B5>;6C44B20AC4B4A
=5R=64A34A=4D4A4%78;>B>?7B4C0AF48 07A4
=02734< =34 384B4A846B34A6ATPQ48;B48=4B
!414=BF0AFR7A4=34BB4;14=4A5;>BB4=81=8I
F0AIF48 07A4E>A34< ,4BC5R;8B27A8434= 641>A4= B
B2748=3DP94=648BC864=46D=64=
F4;274384%A8=I8?834B8==4A414=B0D5B4D8=
A064BC4;;4<8C34=RDP4A44F46D=64=BC48=B
48=464F8BB44I847D=6BC474=0=CB%78;>B>?784
5846;4827I48C38C34AA0=ITB8B274E>;DC8>=
D=3=>2770C48=4A848=4#0275>;6430B=34 384B4A
?>;8C8B27AA8BB4=48C4A;416=34A<0= F844B
B2748=9434=8PE4ABC0B=C4CDA3DA2748=4=
=4D4=D=36ATP4A0=DBID6;48274=DPC4

0B 0D?C14BCA4E4=!481=8IB2748=6CF4B4=
ID B48=30BA>E>;DC8>=;4A4=C 30B3DA274B
20AC48B384%78;>B>?7841><<4= F0A F84344D
14B27F827C8D4=3464=34=/"*%+3)5%0C8>=0;8B
<DB34B(?8=>I0 34A8=34A)0C48=E>AI48C864A
ID 5AU34A5A484=8BB4=B2705C;827;4=C8:48=
=34 ID <0274=BD27C4464=384B44ABC0AA4=34=
'0C8>=0;8B<DB34A384A48748I8=4A>27;0=64
=8274CAB27T?5D4=30=B=34 64:><<4=4= 80;4:
C864;C4=3D <0274= *=E4A<483;827DPC4AB>
34< >194:C8E40C8>=0;8B<D34B(?8=>I048=4BD1
94:C8E48=4;>PARB>=84A4B3194:C8E4A=U=5
C86:48146AU=34=9478;>B>?7484C4464=BC4;04B
34A3DA2748=40CUA;827;64 14B>=34A=B2734<
(1)23)!. /,&& ;0=6F48;864=34=:4=B B8273A
!481=8I8B2743=44=14<R27C8760CC94=4'0C8>=0
;8B<DB34AE>A68=3A14B>=34A8B34A4;868>=B>
;0=64-48C74AAB2741;341 84 4ABC4C74>;>68B274C8>=0;8BC4=
F0A4=;0DC4A;5580=4A384B=34<
(C00CD564BC0=F0A4=8=F4;274< 384,>;558B274
%78;>B>?7,8464-48C6;4827B0384?A8E8;4684C4
F4B4=F0A !481=8I;4=:C4F84344D 34A0;C4"4C0
?7HB8D< D=3FDA34B>0;;4A38=634A<8CC4;10*A4
7414A>34A3>27+4A0=;0BB94A=4ABC0;CF4;274384
(27D;<4C0?7HB8D1 0=C0=64=><<4=70CC40=C
014AB>;;C4UA384B44D4A"4C0?7HB8414=30BF4A
34= F0B 4B20AC4BJA384;C4F0A 4A 0;;64<48=4
70A0:C4A4AB27>;0BC8B2744=0?7HB834< 0D27
384=4D4A8< 60=I4=CA41D84114AD7C0D534A
+>A0DBB4CID4658BB40;;64<48=4A46A8554384;B
D=<8CC4;1=8A34< +4ABC0=B4;1B6464140=64
=><<4= F4A34=!481=8I70CB4B27B47A14<U7C384
%A8>A8384C=017R=686:48384B4A6A8554=>=
B8==;827,07A=47<D=6D=3 A507AD=6=330<8C
3848 7=4=48=F>7=4=34>CF4=386:48C=3 ;;64
<48=748ID E4AC4838B43F834A384 46=4A0=64
1>A=4A46A8554D B27UCI4#R27B384B40;;64<48
=4= 46A8554B4CIC40= 30== 64F8BB464=BCR=
340;B8=34AA507AD=6464140=E>A0D=D 384B4=

464=BCR=34647TAC4827C>P38494=864F4;274
74DCIDC0;648=A507AD=6B6464=BC64=34=F4A
34= 8=34<<0= =R<;827384A507AD=6D5341;>P
B8==;8274=B27AR=:C384B4=464=BCR=3464
7TAC4=14=B>F>7;44;4 ,4;C D=3>CC34A4=0
B48<0= 8<0;;64<48=4=0;B646414=E>A0DBB40C=34DA<
464=BC0=38=4A0C8>=0;A:4==C=8B
ID4A7414BCA41C34B64B2703DA248=448=50274
.6%.$4.' 34AB27>=E>A70=34=446A8554D5384
464=BCR=34;274 46A855F40A4=4B4= (48=
(D1BC0=*AB0274+34A01BCA0:%AR38:0C4B8=
5027748C=3;827:48C*=4=3;827:48CBF D=34B:0<
=DA30A0D5= 384E>A0DB64B4C464=855548C34=
E>A0DB64B4C464=BCR=348=;4:%1%+4A18=3D=6
ID1A8=64F=0B<0= 30=="%6%)2%=0==C44A 4
F48BF0A=8448=(4;1BC14F483B464=BC0=34B
=8278C4A464=BC0=4AF84B8273DA2B48=486=4
>AC14F46D>=634A8==4A4=CF82:;D=60;B384B4B
>34A94=4B4A70CB8827=8278C==4A;82=34A8=B827
B4;1B4C=CF82:4;1C 18BD34< %D=:C=> 4AB827
0;B<4=B27;827(44;4 0DBB?A02B7>=34AD=C434=
14:0==C4D=3E>A0DB64B4C8C64=50=3B827D27
48=B30B<0= 384<4=B27;827(44;4 =0==CD=3<8C
34< <0= =D=30B414=50;;B27>=14:0==C4%AR38:0C
34A8=5027748C7 34A<<0C4A80;8C8=C4A18=
3D=6D 1A8=64B=D27C4B F0A0;B>784AD27.48=
3DA27;;4 464=BCR=34>AC64B4C(HD4B4<B>=34A=
<8C9434< 464=BC0=38=6384B"4C0?7HB8F8434A
E>=E>A=0=D=3:>==C4384E4AB278434="4C4A84=
60=I14@D4<0?8C4;F48B70=34;= B F0A=8274C8=
D=334AB4;146A8553A3DA2730B0=I4 78=3DA27
68=6D=334A0D594344D4=(CD54E>= =CF82:;D=6
0=64:><<4= B827;B48=0=34A4A 784A;B"0C4A84=34A
14BC8<<C4;B%5;0=I4;B)84A3>AC;B
<4=B27;827(44;4 14BC8<<C4B F0A=8274D< 30B
(D194:C=3D< 30B%AR38:B4C;1BC384<0= 1;>P
E>A0DBB4CB>=34A=DAD< 384%1").$4.' 14834A
3 7 4BF0AD< 384>A<4=54BCBC474(F3C4AID
CD=8=384<0= 14834A027C34A6;4827(4=CI4

F0A4=I 384(44;4 8B01B>;D4 =5027384;C 8BC
8<'0D< D=334A-48C=0274=CF434 4A4=I 34A
D=146A4=I 4==784 =34=:>B<>;>68B274=46A85
54=;84P94=44C0?7HB848=464F8BB4A48748 D
0=C70 B?RC4A78=F0B4BB4A48 0A864BD278 0P
384B4834AB?A4274=344D?CD=64=4A034=DA148
34=:>B<>;>68B2743344=B827 4AE>ACD;48= 34<
8B 48=4BF46B> 4A 0=641;827,834AB?AD2F78
B274=34=:>B<>;>68B2743344=?5;0=I B827D53384
)74>;>684D=3%BH27>;>68 4AC84 A064 >1384
,4;C D=4=3;827734A4=3;827>1B84=34A-48C0=64
50=64=7014>34A>7=4 =50=6 48=4=B=3;>B4ID
AU2:6474=34CC4E>=*AB0274D=3,8A:D=64=B48
384B4A0648B0D27 UA384C74>;>68B274344=E>=
8=5;DPD=334A'48=D=6 30P384,4;C 0=6450=64=
4=CB?A827CF4=386D2748=460=I 0=34A4>ABC4;
;D=6E>= >CC0;B34A4=C6464=64B4CK4A=48384
"48=D=6 30P8=34A,4;C 0;;4B3DA2748=4=>CF4=38
64= D=E4A1AU27;8207B=0;=4GD14BC8<<8348 34A
0;B>0D273DA2748=45A480=3;D=6D=C4A1A>274=
F4A34=T==C48BE>==>CF4=38648=5;DP0D5384A0C8>=0;4
%BH27>;>68840D5384)74>;>684 = 34A
)74>;>6848B6C4A0334AB4;1,834AB?AD2784 IF48
470D?CD=64>CC3B48=1;>P1;8=33 7 =DA5>;
6434A8==4A4#>CF4=386:48C48=4#0CDA8A:4=34B
,4B4= D=3 >CC3B485A480==827C41D=34E=3
4AAB48=4)B=B 384B4F48 470D?CD=64BC474=
B8274144=B$)1%+4=C6464=B384148340=34A=384
,4;C B480=5R=6;827734AB84B48>7=4 =50=6 4A
AD=3 F0AD<384B4,834AB?AD2734=C74>;>68
B274=344==8274C14=B>D< +>AB27480< F0A
F48;<0= 784AU14A70D14C7DCB0<B4A8<DPC4D=3
F48;<0= 8=B14B>=344B4B2748=10A'4BC4;A48
748D=3#>CF4=386:48C >CCD E4A48=864=34<
B27>=4AFR7=C46A8548=41;>P4=<>A0;8B274=
#>CF4=386:48C45D=347=0CC"8C34A4;C 6;0D1C4
<0= 014AB27>=5A484A<6474=ID 3UA54E=3384B>
>5CB>60A>=)74>;>64= 647TAC"48=D=6 4B;8464
34A+4A=D=5827C3BA0E=3<02748< AD=34:48

=4=*=C4AB27843 <0= 0==47<4 30P >CCE>=
F86:48C74A64B27055470>14>34A=827CB27A48B8C27
414=E>=94=4<!481=8I ,>;55B274*0C8>=0;8B<DB
74A
8= 6A>P4A0=64; 384B4AC0?7HB8BC30PB84
384B>64=0==C&A1-!,%!>68: !4:%1B827B4B4CDC=3
IDAU2:64;0BB70C"0= 70C4BB?RC40=CE>A64
F>A54=30P4A5UAB48=4D5IR7;D=634A0C46>A84=
>34A+4ABC0=34B146A8B5448CD=6B?A8=E8?34A)054;34A
;>68B274*AC48;74A64=><<4=414=B>
5UA384+4A=D=5C834F6=44AB84=4==CE>=34=
(27;UBB4=;;48= $)%A827C867A=47<D=6;846EC4
=86BC43=3A8=30P3845>A<4;; ;>68B27*4C4AB2748
3D=634B4=:4=B *AC48;4=D=3(27;84P4=D=3384
<0C4A84;*4C4AB27483D34A<4C0?7HB8B2746A85
54E>=48=4D=334AB4;14&D4;;474A5;84P4D27
=>270DB48=4<0=34A=AD=370C0=C D< 384B
6;4827784AD 14<4A:4=8=384B4<4A507A43384
)054;34A0C46>A84=7=4F48C4A4B=34A0;B14
:0==CE>A0DB64B4C)054;34A*AC48;41ID;48C4=
48=4=60=I A827C864=ABC0=14F84B4=4== 7RCC4
4A384B44A<48=C4=A<4=34B<4=B27;8274=48BC4B
64=4C8B27;48C4F=>;;4= B>7RCC4AU14A8478=0DB
6474=D=3414=30<8C3840=4A:4==4<UBB40;B
=827E><"4=B274=D=01;TB;8274<01B>;D8C=7R
A84A4=34
7A4<B?4I84;;4=70;C=027B>=34AB827U1A864=B
384B"4C>?7HB88=<47A4A48=I4;=40D548=0=34A5>;
64=34,8BB4=B27050C1= 84 4ABCF0A384.3/,/
')% F4;27487A4#0<4= 30E>=70CC340PB8438444A
BC4D=30;;64<48=BC4=BC8<<D=643=4B(484=34=
4=C70;CB=>;;C4384(C0<< D=3*A146A855F4;2748=
0;;4=5>;64=34=4F48B5U7AD=674=AAB274=DPC4=
(8470=34;C4;B>E>< ,4B4= D=3(48=8<0;;64<48
=4= E><"T6;8274= -D5R;;864D=3#>CF4=3864=
E>=34=E4AB27843=4=6A8554=34*AB0274E>=+84;7480=3
8=748C=3;827:480=3*=4=3;827:48C
DBF 4== <0= :0== 384B4D5IR7;D=65U6;827=8C
48=4<4C2B27;84P4F=48;384B4=C>;>684827=34A

*=BC4A1;827:48C 4A30B F4=86BC4B C F0B<0= 4CF0
E>=34A>AC30D4A 4A(44;4 =02734<)>34 0DBB064=
:0== :DAI<0= ;84F0;;4 U1A8649B274<?8A8B274=
4F48B4ID 0;BI 34=E>=34A%4A54:C818;4BRC
<4=B27;82748BC4B4A64=><<4=4=F>148<0=
30==014A F8434A384147A4E>= >CCID 8;54=47<4=
<DPC4384 3>274AB8C=34A>;64 016470=34FCDA34
= 34A A0C8>=0;4=B<>;>684FDA34 30==E>=34A
(27T?5D=6 4A,4;C 6470=34;C384<0= 0DB34A)A038
C8>E>A0DBB4C78 4A148 < 14B>=34A4B=4A064
IDA(?A0274>1 >CCE>= F86:48C4AB27055701 4
>34A4ABC=48=41 4BC8<<C448C54A=4E>=34A*=4=3;827:48C
>34A=3;827:48C34A,4;C 34< '0D<4
=027E>< #0CDA<4270=8B<DE3>1384B4IA
3DA27D=34A D=C4A1A>2F74A34=T==4>34A
=827CE>=48=8640;;64<48=4#0CDA64B4CI34=<
4B4CI34A(?0AB0<:48C4G?0AB8<>=803 4A(C4C86
:48CDBF 0D27F>7; E>=34=0;;64<48=4=4B4CI4=
34A4F46D=6
84 ;4CIC48BB4=B270DC3384A>=4E>=0;;4<
F0A4=3;8273 84B>64=0==C4)/.!,% (%/,/')% F>
<0= 014A8=34<4B=DAD< 384G8BC4=ID CD=0A
3A48D548=0=34A5>;34=4F48B4 34=>=C>;>68
B274=34=:>B<>;>68B2743 4=?7HB8:>C74>;>68B274=
=TC86 60=3 84B4 D548=0=34A5>;E4= 4F48B4=
I486CB27>=30P:48=4A384B4AF48B45UA82778=
;R=6;827A027C4DA34O14A30B4ABC384B4A6D
<4=C430B>=C>;>68B27401482748278271=1484
;464=7482 4B4B20AC4BA:;RAD=3827 1A0D273074A
34BB4=70;G=DA>27:DAI8=34A>A< ID F8434A7>
;4= 384BB?RC0A64=><<4=70CC4;4B F0B=DA
48=(484=34BBC0B0;B>0=34< (48==DA,48; 70C
:0== 0D27 01BCA078E4AC384B4(48= >7=4384B4B
(48= 6;4827B0<02:C0;B48=B>;2743B0BB8270B
(48=1;>P0=64I>64=B827<8C87<U14A:;48347CC
14CA027C4AC34= =F8454A=D=0;;4BF0B1;>P%).
(484=34BBC0;B48=B>;274B4CA027C4AC34=0==
34< 30B(48=ID:><<C 03E4=80224380=B>548BC
4B0=B8274 14=B>F>748=827(484=34B48=4 1;>P4'T6;827:48C

30B(48=0=IDI8474=$34A 30BB4;18=
48=40=34A;=4=3D=6 ID B064=0;;4BF0B=DA=D<
(48="%23)--38B6647C414=30AD<E>< #827CB48=
ID< (48=U14AB 8BID4AB=CA=B48=4A>C4=I34A
"T6;827:48C30 F8A:;827B484=B8A34B=DA3DA27
O14A60=6?>C4=C38302CD<#D=F834ABCA4E1C
014A6R=I;827:4A344 >CC4B=87<48=4=B>;274=
O14A60=6D 34=:4= 84B4A*=C4AB08BBD=4=C147A
;827303848B'4C07HB8=827E>=34< 46A8554B
1%)..>7=4%>C4=(/484=34=42'%(%.$ID< 46A855
>CC4BABB64;0=6CB>=34AD<64:47AE>< 46A855
>CC4BDB647D< <8C87<30B%AR38:34BA48(=48
4=34=ID E4A18=34=4=4A*=C4AB0B34;1B0014A30P
4B34A344 >CC4B834ABCA41=87<48=4%>C4=ID
34=:4= 8B8< AD=341;>P0DB34=0=64=><<4=4=
46A8554=0DB34A14BC474=34=7A4 ID;4CI0DB34A
O14A;8454AD=6564=><<4=,0B 5>;6C=D=014A0DB
34=148434%AR<8BB#DA384B>CC8B30B,4B4=
30B=DA0;BB484=3D548=4,48B4 0;B=8272%)%.$
643027E4A34=0== 14A 414=784A8847<0= 90
30P384B1;>P48=44BC8<<D=634A!341 >CC4BBC
3840;B>U14A384G8BC4=>CC4B827CDBBB064C8BC
8<<4A=DA34A%'1)&&>CC4B30BA48=%)%.$%D
B48=F84B4;1B8C=34< 64FT7=;8274;0C48=8B274=
DB3AD234DC;827BC4DB4B63 @D>3>=#/')3!1)
?>C4B=8B8G8BC4=4A0== =DA0;BB484=643027C
F4A34=3 7 0;B>F4==4A4G8BC84A0== 4A=DA4G8BC84A04B=3
30B1%)(484=34643027E4A34=0;B
30B=8270?>C4=C38302CD<U14A6460=64B>=34A=
'%1!$%94?>C4=I;>8BC4A (8==34B46A8558BBC
=827C30P >CC=>CF4=386G8BC8=44C30P4A30B
=>CF4=38B484=34B4= B>=34A30P4A=>CF4=386
30B(484=34 =R<;8273OB',/: (484=34>34A30BA48=
(484=34B4;1B8BC;4A38=6B8464=384IF48 DB
3AU2:4 >CC8BB30B=>CF4=386484=34D=3 >CC8BC
=>CF4=3830B(484=3448=0=34A>=074 30P34A
"8PE4ABC0=34;274AD 34< >=C>;>68B27A6D
<4=C+4A0=;0BBD=661 0;BB47A=0CUA;8427B2748=C
84B4A'8PE4ABC08=3C8BD534=74DC864)06

=8274CA:;RA4F>A34=<0= 30A5=DAB474+ F84
E4AF>AAB4=8274 64; U14A30B>=C>;>68B274D6D
<4=CRDP4AG=34B8=34=(27D;4=34A"4C0?7HB8:
B4;1BFCDA8<<4A48=64F8BB48PCA0D46=464=384
B4BA6D<4=C 074A<0= 34==ID 48=4<1F48C4=
34< B>64=0==C:4+B<>;>68B2745>ACB27A84C34B
<DPC434==5A48;82D756=I 0=34A4AC:>=:;D34=C
B48=4== 784A48=6<0= =8277E>=48=4<1;>P4=4
6A85B>=34AB4;1BF827>=E>= G8BC4=+R<;827E>=
34AG8BC43=4A;4;C 0DBD=3B>:>==C4<0= 0D27
=DA0D5G8BC42=#(,)%:%. FR7A4=3BD=<T6;827
F0A 3>ACF> 1;>PE>< %'1)&&DB6460=64+DA34
8=34< (27;DPB0D D G8BC4+D 64;0=64=
0B :>B<>;>68B274A6D<4=C64=0D4D=C4ABD27C
14AD70D534< B27>=E>= A8BC>C4;64BA0D27CA4=3B0C30P
48=>ACB27A48C>4*AB0274+D *A
B0274=8=48=4A874 6/ =8448=;4CIC%AB0740=
64CA>554+A3430P48=B>;274A46A4BB8=8=58=8
CD<4864=C;8=27C4A:;RA4FUA34 4== 384=R27
BC%AB0274384827 0==47<48B4864=C;8=2%).%A
B0274B>=34AF48;B848=40=34A4E>A0DBB4CDA
,8A:D=6 D=3B>F84343845>;64=3427B27A48C4
0;B>=DAE>=,8A:D=64=ID ,8A:D=64=5>A0D=334A
A46A4BB8=8=58=8C8B4864=C;8=27=8<<4A5>AC64
B4CIC%'!3)/. 34A*AB0274=CF434A0;B>DP827
U14A0;;8274CA:;RA4>34A48=4*AB0740==47<4=
384B4;1BC8=40=34A4E>A0DBB483C"2/,43%*A
B0274BC84B4;4CIC%AB0274RP6827=D=0;;4A38=6B
=DA8=$%-58=34+F0B30BA48(484=348BC34==F0B
=8274C48D=301B>;DYAB0274BC0== 0D27=827C
30B1%)(484=34B48=D5 384B;48B4:>==C4<0=
34==F8A:;8273844G8BC4=+CC4B4F84B46;0D14=
D=34BFDA34+0<4=C;827E>=34AC7><8BC8B(274D
;4 D=C4B4=(27>;0BC8:4AD5384B4BA6D<4=C30B
6ATPC4F827C64;46CD< 47D5384B4BA6D<4=CB
<DPC4+0= B8278=34B48=4B>64=0==C4CC4E>=*A
B0274=8<<068=84A427 64BC473P0P<8A384B=84
34DC;827F4B4= 4== F4==<0= B827=8274CF0
1;>P0D5384;414=34;4B4= 14B27AR=:4F=;; 148

F4;274=<0= E>=34< (>7= 0D5384=+0C4AE>=384
B4<F8434A0D52%).%+0C4A0B58=3=14BC8<<C40
AU2:6474:0== B>B474827=827CF84<0= 87=8=34AU1A864#0CDA
=027F48B4=8;; 30384#0CDA5>AB27D=6
8=0;;4='827CD=64B>6;4827D5A4=I4= BCTP0C14A
384B84=827C8=0DB== I F4== B84384<06=4C8
B274>34A4;4:CA8B27A=B2748=D=60=B48=4<<0
6=4C8B27>34A4;4:CA8B27;>83D<4A:;RA4=E :T=
=4=<48=CB>:0== B84<8C384B4'0C4A84827F48C4A
IDAU2:B84<DP384B6;4827;B4CF0B?AB?AU=6
;827 (484=34=384A AB270554=64;C4;0BB4=4
I847C<0= 94=44CC4;>P0D5384F46D=64=8=34A
#0CDAB>1;4816<0<8C384"23!.9 D=4A:;RA0C=
F4;274A384F46D=6=DA0;B48=:I834=I 705C4C
=8<<C<0= 0;B384;4<4=C4384B4A874 8=64 0=
B>B474=F8ABC0C8=4B>;274=4CC4=34A,,'%-%)
.%. #0CDE84;<47A8=(HBC4<0;;64<48=4;427B4;
14BC8<<D=6>;;C4 <0= 4CF0B064=384B414BC8<<C4
(D1BC0=I 384B4E4C0;; :T==C4=34A#0CDA
=8274C8G8BC84A4==8270D27?4=B=34A'4C0;;
4G8BC84A;AB<8B30B'4C0;; B48=4G8BC4=I
=027E>=34< "4C0;; 017R=686>B474=F8A0D
64=1;82:;8273P414=B>F>7;D2730B'4C0;; =827C
4G8BC84A4=C4F4== =827ERA43 7 F8AB474=
30P3844BC8<<D=648=4F427B4;B48C8=8274C8=4
48=B48C8B64;;4827C== <0= 48=4B>;274B>;830
A8B27=4A?5;827CD346ATA?4A6464=48=0=34=34A
30P 8< 0;; 48=43=4AB4;140=DB34A4874 34A8=64
E4AB27F8=3=4==C40;;40=34AE4AB27F8=34=UP
C4= <0= :0== 384BB064827E84;;4827C384D=>A60=8B274CDA
ID6414=5UA384>A60=8B274=
,4B4= F4=86BC4=EBA4B=8270D 1470D?C43=0384
A507AD=686C30P0DB34< (HBC4<>A60=8B274A
,4B4= 0;;4A38=6B27>=;8434AE4AB27FD=34=3
>34AF4=86BC4=EBAB27F8=3=4==C4=>7=4384G8
BC4=34A0=34A=D 645R7A34=27 <48=4=8270C;>P
94=44B27;427C4E>=)84A4=D=3%5;0=I4=34A4=
'4BC4F8A8=E4ABC48=4A3C4U2:4=>34A5>BB8;4=
=>274= 58=34D=3384=34A6464=FRAC86=0CDA

=827C47A0=64CA>55F4A34=B>=34AB4;1B4CABC
B48C74=B274=6434=:4=B8=F07AB2748=;8274A60C
CD=64E4AB27FD=34B4==30<47A4A34AB4;14=
6;4827B08< 1ID6 146A855D=3=07430A0=B2748
=4= 6R=I;827DBIDBC4A1F0AD<B>;;C34B4=827C
0D275AU764B27474B48= >27 F>;;C4+F8A=D=384
+>ABC4;;D48=4B>;274=%33%>=*AB0274D=3
,8A:D=6 ID6414=B>FRA4+F8A30<8C4ABID< 4
6A854B=4,4CIC41+4BC8<<4=341+2!#(% 64;0=6C
014AE>=F4;274A13384B*AB0274>1B4448=41;8=3
F8A:4=34+34A48=45A48B448FRA430<8C=8274C=C
B278434=4== 3841;8=3F8A:4=341A0D27=8276C4A0
3448=4B>;274D B48=384E>=48=40A=34A0DP48A7A
B484=34E< ,8A:4= 14BC8<<C34A=4I4BB8C8B4C
B840== 0D27384 1;>P=02748=4A==4A4#>CF4=386
:48CF8A:4=34B48=
8=4;4CIC*AB0274F84B84A8BC>C40,0EBC4;;C
48=4ABC4BF464=34B30B=827E8434A14F466C)1$ 3/ 01=3/.
+)./4. !+).<3/. FUA34 4< :>B<>;>68
B274=A6D<4=CE>;;:><<4= 64=U64=0B >=C>;>68
B274A6D<4=CF4==4B=82700D548=4<'8PE4ABC0=3
14AD70C== 1;>PID< 46A855A401B>;DC4E=1BC0=I
5U7A430B:>B<>;>68B27=4DAD< 46A855A412!
#(%U14A70D?C
84 "4C0?7HB8647C3074A0D27E>=384B41D<
5>;64=34=ID 34< ?7HB8:> C74>;>68B27;8>?7H
B8:> ;>68B27A>AC4A<T64384B4BA8CC4F48B4B
=D=:T==C4BB2748=4664;0=6438 4'4C0?7HB8DA
G8BC4=>CC4B;BB>;274=8=F8454A=R<;827DB
34AIF42:<RP864=8=A827CD3=6A#0CDA< 0=I4=
D=38< 8=I4;=4==827C47A1;>P0D548=4AB0274
U14A70D?C=34A0D548=4=C4;;864=*C40274D64
B27;>BB4=8A3 ;;48= F434A8B3841;>P4+>A0DBB4C
ID=648=4A=C4;;864=C4B0274< 0;;64<48=47=8=
A48274=384F42:<RP86:48C4A#0CDA 4A:;RA4=
=>278BC=CC0;B1;>P48=C4;;864=*C40274D27
B27>+0;B/33 14BC8<<C4== F0B30B4ABC14CA855C
B><UBB4=8A48=4F4850274F42:<RP86:48C=C4A
B2748343841;>PRDP4A8A64=348=44A:I4D6

1;>PRDP4A;82D75643AU2:E84384F42:<RP86:48C
48=4A0B278=4BBC$)%2%47C=8278C=34=(C>55
U14AB>=34A1=4AD7C>P0D534ARDP4A4>A< D=3
34ARDP4A4=4A:=U?5D=64F8BB4A8;4 D=3384).
.%1,)#(%F42:<RP86:48C384=DA30BC0CC58F=34C
F848< $A60=8B274>A< D=3(C>55D=I4ACA4==;B27348 94=4A
34A1;>P<4270=8B274F42:<RP86
:48C1;4816C4AU=BC;4A34A4AE>A1A8=64A4DP4A
B48=4;4A:4 148384B4=ADP384U=BC;4A8B274A
?;0BC8B2;R4C86:48=4=84< (C>55B4;1B8C==4F>7
=4=34<8C34< (C>55E4AF027B4B48=#8270C;B>384
+>A0DBB4CID48648A=C4;;864=C4=B0274U14A70D?C
>34A8< !,,'%-%).%. B>=34A=DA384+>A0DBB4CID=6
48=4284< (C>55B4;1B8C=F>7=4=348=C4;;864=C4=
B0274FUA34384F42:<RP86:486C=B14B>=34A4A>A
60=8B274#0CDAA:;RA4=14A384'4C0?7HB8F=8;;
=8270C8=4B>;274=8270C8=484= 8=64=B4;1B8C=F>7
=4=34*AB0274B484=8;; >CC0;B48=4ODP4A34= 8=
64=D=30DP4A34A'0C4A841;4814=34*AB02748=4
B>;274E>< (C>55E4AB27843414AB02740== 014A
384>A60=8B274A< 34B(C>554BCF06/,,%. 014A
384B4>A< =8270C4AE>A1A8=64==384E>=87A74A
E>A641A027C=4C48=9434< 0;; =DA48=484A'0C4
A84#RDP4A;82D75643AU2:E84270C14A3848==4A;8274
<8C87AE4AF027B4B48=384F8A3>278=34A>A60=8
B274#0CDAA:4==4<UBB4=
;B> 3841;>P4+>A0DBB4CID48648A=C4;;864=C4=
*AB0274B< 0;;64<48=4A4827C8270C8=384F42:
<RP86:486C4A#0CDAD 4A:;RA4=>= 34A0=34A(48C4
F8A3DA274= 46A8548=4E4ABCR=3864C4;;864=
C4=*AB0274B4A46A8553=4F8A8=/33 A40;8B84AC
F>;;4= =8274CAB27T?5C=48=C4;;864=*CB0274
FRA4>CC0D270;B1;>P4A4;C0A278C4:CA +4ABC0=3;48=A4827C
=8270C8=48=4;4;C 0D27
34< (C>55=02774AE>AID1A8=64A= +4ABC0=F3A3
8=9434A4AE>A1A8=6D1;6P!.'%6%.$%3 014A414=
784A0D4A74;;C0P4A=8270C384864=C;8274AE>A1A8=
64=34A05C3BC0B B27;427C78=C4AB274834=34
>CC4BBC3843/&&74AE>A1A8=64'0274CID B48=

8BB384B4827B=87<=027IDF48B4=34A146A485;827
ID <0274= B>8BC>CC=>278<<4A=827C,2 >CC64
B4CIC4A 46A855>4A',/: 8=C4;;864=CB4=F8448=4A
5A484<>A0;8B2743=7 6UC864#0CDA=C7R=;827CB
4864=C;827BC8=:C8B4B4ID60D5>CC 4== 0D27
34A'4=B27 8B4C8=4 8=C4;;864#0CDAB4;1B3C4A
,48B7486CB4C8=64F8BB4"0P F4=86BC44=B?
5R=6;8274+14=B>F8434A'027C 34A+>A0DBB827=3
0=34A4B8CC;8278A=B2705C40=74A50=3<0= 148
34A=F4=3D=6 384B48A64=B2705C4D=5>CCBC4CB
48=4=DB0C+TC86<0= =4==C>CC=827F48B4B>=
34A=0;;F48B4=827<R27C86B>=34A0;;<R27C86
=8276UC86B>=34A0;;6UC86DA27384B4=DB0CI
B>;;C414=0DB643AU2:0A34=30P >CC8=34ADB
U1D=6384B48A64=B2705C4D=A2748=4=3/&&14
B27AR=8B0;B>30P4AB4;1B0D27384
(C>55 74AE>A1A8=6AB4274 (27T?54A8BCD=34B
4A74;;30A0DB30P34A4864=C;8278BC8=:C846A855
>CC4B8276384B48BC=C4;;864=U14A70D7C=34A=
#(>0&%1D B48=D27 <8C384B4<3A8CCA46D<4=C
34A474<0;864="4C0?7HB8F0A0;B>34A46A855>CC4B2 2/,#(%1
=8274CAA4827C
#02734< <0= 943>273DA27384B4>;64 >34A+4A
18=3D=64A3A484F48B4=D=3847)23%.934BF07
A4=>CC4B4F84B4HD 7014=6;0D1C468=6<0= ID
34A147A4E>=34=)'%.2#(!&3%./33%2U14A(>=
34A106A4=D634==<0= B>;;C434=:4= 34A><?;4G
384B48A64=B2705C4E=34 34= 46A855>CC4B34B%
'1)&&214A<UBB4<0= B827F4AB8274A1C4=474<0=
0=34= AF48B34AG8BC4=34=:4 *=C4A34=B>64
=0==C4=864=B2705C4+CC4B384<0= 8=34AO14A;84
54AD=D6=334A64<48=4=+>ABC4;;D0=6CA05A4B
=D=014A,48270F48 AC4=34AB4;14D D=C4AB2748
34= 8=8643B4B4ACCA81DBC4;;C4827;BB>;274
30A/(.% F4;274 >CC=827C>CCB48=T==C4<0=
:T==C4B8414=30AD<3841;>P.%'!3)5%.=4==4=
(>;274 CCA81DBC4=1 F86:48C*=4=3;827:48C
30B=E>=B4;1B(C8= 0 B4 BB4 8= ,4B4= 30B=827C
4F86 =827C=>=B4;1B(CRA4+>..3%60A=827C>CC

B48=3>278B4CB30AD<0;;48=>27=827C>CC384B
B2748=4;B>864=B2705C4<CC4B=D=3E>AB827
B4;1B6;4827B0<3 7 E>AB48=4ACC7481D B48=384
4AB>IDB0641430A54- >CC1D B48=30<8C4A>CC
B480?A8>A8B2744A 30384;1;8=34(D1BC0=34B
(?8=>I0 414=B>F>7;F86 414=B>F>7;D=4=3;827
D=3E>=B827B4;1B3C3>4A74;;30A0DB0P384B4
864=B2705C=4827864=B2705C4<CC4B2 2/,#(%.
B8=3=34A4384B4ACCA81DBC4;;C4B827=D=306464=0;BB>;274
30A$41#(F4;274 >CC4ABC4864=C
;827>CC8B<34AF4;274 >CCB48=4ACC7480027ID
:><<4= ?>B8C8ID78=647TAC4=D=0;;4384
F4;274 A48748C=C4;;864=;8;;4= D=3+>AB47D=6
>34A48=40:CD4;;4;0C8>=48=B27;84P4=4B4"%)$%.
;0BB4=E>= 864=B2705C4<C0=3401A4;>P.%"%.
%).!.$%1 >7=4304P4ATAC4ADA34F84B84B827D48=
0=34AE4A70;C448=O14A60=6>=34=4=34A4ABC4=
ID 34=4=34AIF48C4=AC 48 4;464=7480C4A?>B8C8
E4=>34AF84B84D2764=0==EDA34=34A<>A0;8
B274=864=B2705C4=DA340==64FT7=;827D2734A
(?8=>I8B<DBD F834A;4644E4ABD2744=8643ADA27
384B4834A;46D=648=34B;0D1C40= B8276464=
384B4(BIBC4<B82746A4BC4;;C303DA2730P >CC0=
30B.$% 34A"4C0?7HB8E4A;46FCA F> <0= 34==
384B4;1BCR=3864BC4=34A8=64 384A4874834A
<4=B27;82740=3;D=64=D=3F0BB>=B3C4="4=
B274=E>AID6BF48B=4 4AI4= ;06 6464=384*=4=3
;827:48C384;;<027C F4;2740;;4< F0B0DP4A>CC
4G8BC8=4DA48=401B>;DC$7=<027CU1A86ID;0BB4=
B2784=B>F846464=384;;F8BB4=7480CC4B384<8C
34AA4874804=B27;82740A=3;D=64=D=E4ACAR6;827
B2784=B27>=641>A646;0D1C40= 14AD7866834827
30<8C>7=4ID U14A;4643=0P8=34A;8A:;827:48C
>CC=8270C#(B>=34A5/1 34= 8=64=8BC
27 6;0D1C4384474<0;8644C0?7HB80DBE4A
B27843 4=4AU=34=784AACF0BDB5U7A;8270AABC4;;4D=<UBB4=
4== F0AB84>274864=C;827
3840;;48=64;C4=34T554=C;8627D;34C04=30=64=><
<4=4 F434A384%78;>B>?7384B4B20AC4B=27384

34B(?8=>I0=>27B4;1B3CDB4864=C;8(274:D;0C8E4
34A1481=8I8B274%78;>B>?784948=384(27D;4=
0D564=><<4F>A34= 8B4B=>278<<4AF827C86
ID F8BB4F0B48=4,/: BD194:C8E4B>4:%134<
464=BC0=3;4814=3480;4:C8:4CF0E4A<06D=30;B
/1?"4.' IDA7T74A4%78;>B>?784A34884B'44
C0?7HB8>278<<4A<8C>AC4B4;1B0D534=*=8
E4AB8CBE>A64CA064== >16;4827F8AB848<
AD=34=DAUA48=41;>PARB>=84A4B3194:
C8E E4A=U=5C8634B>?784C4=T==4= B>;RP4B84
3>27414=34BF464HD6;4827484=64F8BB41%)(%)3
34B430=:4=B D=334B+4ABC0=34B641A0D2784
D< B>F>7;CRC864A:4=FUA340;B384B4ACID ?78
;>B>?784A484=I8634A6A>P4=47AI07; 64<RP4
D=314@D4<4BC34==384B4F4== B841U14A70D?8C
%78;>B>?784A427450PC8;;3>27=8276A4E>=
87A4<C0=3?D=:B827=C54A=B>=34A7T27BD
5A8434=8C34AD5R;;86CF04A;0=6C4=;3D=6D=3
F4=8664=4864=IDB4743=0P384B4B1RD3487A4A
E4A<48=C4=;3D=648=4'4E8B8>D=3,8434A0D5
10DD=6E>= AD=30DB143UA5B27A48B8279434A
?A8>A8=4+4A=D=5D 3848?=14A427C8664< E>A
0DBBD 14BC8<<4F=0B4A4CF0D;0BB4F=>;;4 >34A
=827C0;B>384B4148F48C46ATPC'47AI07; F8;;3>270< =34
=827CB=34A4B;B30P87AE>=)(1%-
(C0=3?D=:0DBD=3>7=430PB8464=TC86BC384B4=
ID E4A;0BB4BDA27;>P4BE4A=U=5C8634B= >34A
8B:DAA84A3846A>P4=464=BCR=34A%78;>B>?784
4G?;8I84FAC34=
)A>CI34BB27>;0BC8B27D4=27=8C0=B,>AC:A0
<4B <8C34< B827?4=427D;<4C0?7HB8< =50=6
D<6414=70CC48=6B843074A<8C34A-48C0D27RD
P4A;827<<4A<47A8=48=4B>;2741;>PARB>=84A4=34
%78;>B>?784A4AD=3304 8=4BCD54=F48B34A;41
705C4AA46C48C$%- 10;30D534= AD=3B0730P
B84=R<;827=8274 8=4F8BB4=B2705C;B27=84A48=4
1;>PARB>=84A4%78;>B>?7848 D=330ID< 1;>
P4='RB>=84A40< =34 9434A;4827E84;427C70C
>34AD 7014=<48=CF48;4B30ID=827C=47A1430A5

0;B94=4A;;64<48=4=4A=D=5C384B8279434AD
B27A48DC34A4=4B8CI48=4A4ABCDA2384)0C
A427C54ACI864=UBB46;0D1CB><DPC94=427D;
<4C0?7HB8;;<R7;827=48=4ACE>=5>A<;>B41;>P
?>?D;RA%78;>B>?7B4;4CI8=48=4ET;;864=0A
2784DBB27;0648=4 %4A8>34B>64=0==C4=
 %,"23$%.+%1460==F0B5A48;827=84<;827?;4>
=0BC8B27AB3AD2B2748=3=4=4BE4ABC4B82.27
F>7; E>=B4;1BC30P9434A34A34=:C2%,"234=:4=
<DPD=3:48=4A48=4=0=34A5UAB8273=:4=;0BB4=
:0== B>F4=860;B4A48=4=0=34A5UAB8270==
B27;054><34AE4A30D4;0BB4=384'48=D=6F0A014A414=384B4
30P9434A8C94=4A;;64<48=4=4A=D=5C
B27>=78=;R=6;827DB64AUBB48C< U14A;;4<T6;8
274= 464=BCR=34A%78;>B>?7B4A=U=5C=864
BC4;;D=64D=7014=9434A784P4B<UBB4B48=H
BC4<B827B4;1BC0274= 48=4%78;>B>?7884D5>1
94:C8E4;C86:48=B?AD27<0274 B487T27BC46=BC
5UA384(27D;4 >34AD< 48=4D=4A507A4=D464=31D
8<?>=84A43=0B414= D=3384A507AD=B48;;4B
DBF 84B4B8=F48B4=0D5384A507AD=16A027C94
3>2734A%78;>B>?7B4=48=4A=34A(48C4>AC48;
8=34<B84=;0P IDA=CBC47DD=63 40A148CD=46A
4<?8A8B27%=BH27>;>6B41 3845A48;827B94CIC
B4;1B48=4A864=C;8276)=2%.2#(!&3,)#(%46AU=
3D=64=C147A0C4A3>2734< <4=B27;8274=48BC
48=4=4D4468>= B48=4B4;1B0CD5B27;>14B>=34AB
94=47T27B8C=C4A4BBC3=24F8B274=34< %7HB8
B274=D=3%BH278B2743=4A'8CC;846C
J

(

&"# " #! '" # " $"

= 384B4<DBC0=3;B>1450=3B827384%78;>B>
?7840;B --!.4%, !.3 D=E4AB4740;B=BC0DA0C>A
34AB4;14=AB2784D=387A34=F8BB4=B2705C;8274=
A=B0D=330<80D6;4827384E4A;>A4=4A34 F8434A

601

%>B8C8448=3C,R7A4=34A30B60=I4 41RD34
94=4'4C0?7HB8DB0<<4=1A827486C4A3>27
8<<4A384'48=D=6 30P<0= 0< =34 6/,,%. <UBB4
F0BB846F>;;C7014 D=330P87A=70;C3>27ID;4CIC
3846!(1%"4C0?7HB8B48=FUA34F4==4B=DA<T6
;827FRA4 27 6474=D=IDA 0ABC4;;D=6=CB4;1B0C14A<8C
34< (0CI 30P 0=CBA8C8I:D=R27B6464=3848=34=
(27D;4=0=64=><<4=4'4C0?7HB864A827C4C0A 30P
B84014AE>=48=4A=34A(48C4D=3D=C434A0=3
6;4827B06D27F8434AD 48=4A4AC48386D4=6=
384B4'AC0?7HB8FDA34
B 70CB3827646 4=384B4;14 14=30<0;BE>= =6
;0=30DB70D?CBR27;827A27(. /#+% 34A<?8
A8B<DBA7>14=F4;274A384G8BC4=0;;4AE>=34AA
507AD=6=017R=6864A6A855;4D6=4CD=30DB384
B4< <?8A8B<DB0A384:0;;4B;;64<48=4 D=3#>C
F4=3864=34A<4=B27;8274A:4==C=8B4IF4854;=34
>34AE84;<47A834AB?A4274=474A434B14AU7<C4=
4=6;8B274%78;>B>?74=3 4B27827CB27A4814AB
!5)$ 4-% 74AE>A6460=6248B4BA>64=0==C4
(:4?C8I8B<DB<4B F0A=027 0=CB486=4A=6014
30B94=864>3DA274A34= 0D?C0=BCIDB48=44864
=4=%78;>B>?74=4784;C
D<4B =6A8556=48=64=50B0DBB27;84P;8264=
384>194:C8E4;C86:4834B 0DB0;64B4CI4B4B
AD=3B0CI43B0P0;;4BF0B64B27847=8=4AB0274
7014 *=1434=:;827A827C4=8AD=B=0;;4=D=B4A=
0=3;D=64=F848=D=B4A*AC48;49=0 D<4 0;B60=I
?A06<0C8B27347A 0;B;47AA48274=4A486=8BB4B
87A4*AB02744A:;RA4=344B27827CB27A484B427C4C
B827B4;1B=C027384B4<4B4CI*=3 F0B30B,D=34A
10ABC8=4C=F8AB4;1B=C4=34=384B484B4CI0=D=3B474=0=34A4B
0=F4=34=>7=430PF8A384B4B
B4CI44B64=C;8274FDP6B8=3,8A F4=34=4B=8270=
8=5>;648=4A8BB4=B2705C;8274=8=8278=30BB4;14
B>=34AE>=#0CDD=36;4827B08=BC8=:C<RP8=6
4F48B 30P4B48=A40;4%A8=I8?=D=BBC30B=D=B
B>ID DAC48;4F=C864=0D 14CA0270704CD<4 =DA
14F84B4=30P48=B>;274B=8E4AB4;=4827C,>P5UA

0;;4F8A:;8274=B>=34A5UA0;;4<T6;8274=R;;4 64;
C4=34A4B4CI=8270DB34A1&!(14.' 74ABC0<<4=
:T==4 84 A507AD=0== 0;;4A38=6B27CB64
<48=4B64FR7A4#D= F0A014AB27>=0=64=><<4=
30P0;;4 A:4==C=8=DA0DB34=(8==4=:><<4 B
1;8410;B>D<4 =8270B1A860;B384;;64<48=7486=
34A=F4=3D=6384B4B4CI4B;B48=41;>PBD194:
C8E4AB2748=D=6R<;827DA2748=41;>PBD194:C8E4
=64FT7=D=6ID 4A:;RA4=M#02734<F8AB064CA8=
D=IR7;864=R;;4=64B4747014=30P64F8BB4A
B2748=D=6<34AA486=8BB4=34A4E>A0DB6460=64=
B8=3>34AD<64:47AC5D564F8BB4E>A0DB6460=64=4
A486=8BB4=34A6645>;6B8=3B>70CB827DA2784B4
14BCR=38;84=34A7>;D=6D=B4=4ABC0=3;4CIC
30A0=64FT7=C94=4AB2748=D=6<34AA486=8BB4
+4A18=3D=HB474=D=3B>ID;4CIB84=34=-DB0<
<4=70=6E>=*AB0274D=3,8A:D=6ID B4CI4=384
E>A0DB6474=34B*AB0274384 5>;64=340;B,8A
:D=6ID 14CA027C42=7F8;;E>A94C=8270DB48=0=
34AB4CI4=30PB4;1B4C8=4D=4=3;827<0F;8434A:47A4=34
D548=0=34A5>|F484AA486=8BB4
D=3 =>278<<4A=8278C4= 46A855=4A*AB0274D=3
,8A:D=6 74AE>A1A8=6U=A34F4==384B4=8270D=
017R=686>=34ARDP4A4=507AD=3DA278=4==4
A4#>CF4=386:48C=B4A=40CDA=BD54A;46R:A4
;;4B F0BD=BDB94=4A8434A7>;C;07A=47<D=6
4=CBC47=4==C4FRA430PF8AB06C40=D5384A
B2748=D=68B8=0;;4= R;;4= 384827188B94CIC4>1
027C4:>==C4384AB2748=D=6645>;6D=3=84
7014827384AB2748=D=614>1027C4=7=430P384
AB2748=D=6E>A0DB6460=64=A014AE>=384B4A
4<4A:D=68B4B=>2778<<4;F48C18BDA+4A18=
3D=6148340;B*AB0274D=3,8A:D=6 F>A8=>27
4CF0B47A;8460;B1;>P4D548=0=34A5>;6484B4
+!.. <8278<<4A=DA48=0/237>2 014A=8448=01/0
3%71>2;47A4=D=3F8AFUA34=8= =B47D=60;;4AA
B2748=D=6148340/237>2BC474=1;4814=4F8A
8=60AE84;4=R;;4=F8A:;8271483 4<B4;14=BC474=
1;4814=B4;1B8=R;;4= F> =8274C8=<0;=DA0=3

ID5R;;86B>=34AF8A:;827=02748=4'464; 48=4BD5
30B0=34A5>;6CD=3F> F8AD=BF>7; 7UC4=14834
AB2748=D=648C48=0=3A0DB0;=4GDB 1A8=
64= ,4== F8A38448=4ACE>= >;64 30B?>BC>2
F> 48=41;>PRDP4A4;64 8BCE>=34A0=34A=34<
?A>?C4A2 F>7; ID D=C4AB2748=3B=B4F0AD<
B>;;C4F8A384B=8276=0;;4= R;;4=:T==4= 27F8;;
8=34BD5384B44A5;4G8>=60A=8274C8=<0;14BC474B>F84827
U14A70D5A064<T27C4>14BIDA,834A
;46D=634B D<4B274=-F4854;B64A034B6A>P4=
??0A0CB4AA8C834AA48=4=4A=D=5C3DA5CB4
8BB>=34A16A=D630P<0= 384B4834A;46D=6B>
B27F4A645D=34F84=84<0=318B94CIC0B60=I 8=
502741<4A:C70C30P4A2%,"23DB1;>P4AA507AD=6
F834A;46F4A34=0== D<4 4A:;RA30B0DB0;?A8=
I8?0DB48=4A=64FT7=D=6 ID 9434A=64FT7=D=6
647TAC14A48=464F8BB48C D<4 <DP0;B>34<
48=I4;=4"4=B274==827CDA4A<DP34< 60=I4=
"4=B274=64B27;4248=464F8BB48C1D6414=FR7
A4=334A4=4B8<<4A0D548=464F8BB4AB2748=D=6
3840=34A4AB2748=D=65>;64=70CB474=D=3B>
B827=3;827=64FT7=C70C384B4>;64 0;B=>CF4=386
ID 14CA027C34==384B;8468< 0DB0;146A8551A
414=384BF0B D<4 BC8;;B27F4864=3A0DBB40=8C
0;B>E>A0DBB4CD4:T==4=<48=C)2360A=827EC>A
0DBIDB4CI44== 8271 8=U14AI4D6<%).%E1>=D=B
F8A364=486B48=48=448CIDID6414=F> 30B'4=
B274=64B27;42=8C27C027344< 4B4CI34A*AB0274
D=3,8A:D=6 64DAC48;RCCD4=3 D<4 B4;1BCE4==
F8A87<384A064E>A;464:T==C4=>14AB8273 4=
"4=B274=8=8A64=348=448C?D=1B48=4AG8BC4=I
>7=4384B4=46A85D=3>7=4384=F4=3D=634BB4;
14=34=:4=:T==4 FUA34<8CB48=4<0 0D5384B4
A064I0D34A=4AFUA345U7;4=30P34A'4=B27 34<
4A30B*AC48=027*AB0274D=3,8A:D=6 4=CI>647=RCCD4=B60A
=827C47A0;B %.2#(4AB2748=4=
:T==C4,8A :T==4=0;B>ET;;8664F8BB48=30PB27>=
34A4ABC4=B27 6;4827D< 4ABC)0664 B48=4B
B48=B027384B4<%A8=I8?AC48;FC48;4BIDA

BC8<<6464=30B4=CAD<8827D 14F464=B>D=B
=TC86<0274< 4B4CIE>=*AB0274D=3,8A:D=6 ID
DAC48;48=4=02734< 4B4CI34B,834AB?AD27DB
34=:4=
 474= F8A943>27=D=ID 0=CBA8C834AA48=4=
+4A=D=5C<AC>;8466384B4A< 0;;64<48=434A4
30=:4 ID6AD=34474<0= 4CF0B3A:4==4=F>;;4 B484B
=TC86D=B4=A4A<T64=ID 4A:4==4=B4;1B4C3=4%AU
5D=6D D=C4AF4A5;84 48=E>AB827C8D27A4AA
47 4AB8274=0DB0D55U7AB48=4BCC4F>7; U14A
;464 >1B84=R<;827D27DA54BC446AU=3D=D=3IDA
6;U2:;8274=8=0DB5U7AD3=6B0DBIDA48274=
B><UBB4=4A%78;>B>?47 4A30A0=34=:4 48=4
1RD34=4A"4C0?7HB8D5ID5U7A4=ABB827=4A"0
C4A80;84=BB4;14E=4AB8274A1=4AB84D2774A148
B270554T==4 D=330384B"0C4A80;847=84ADB
48=46B48BC86=4D=4;;464B27T?5C4A34=B><UBB4
384BB=4;1B4CABD=C4ABD2778=30<8C<0= 64F8FB48
>1B84D 34< 1401B827C86D24=0D27F8A:;827DA48
274=34=(C>5=4=C70;C=34A30A184C74 <0= B827
 >55=D=6D5A:4==C=8B14B>=34A3=AU14AB8==;8
274= 464=BCR=34<0274 <UBB4ABD=C4ABD27C
B48=>1F8A0D2730B+4A<T64=14B8CI4B=84D 4A
:4==4=
 D5 34=4ABC4;=2: 8B3384B4A30=:4 D=64<48=
48=;4D27C4=43 =R74A44ACA027CD56=34B3827
014A30P4B30148D< 48=A:4==4=34B A:4==4=BD
CD=8BD=330P384B4A:4==4=34B A:4==4=B414=
0D27F8434A48=A:4==4=8BC4<=027 143UA5D4
4AB43=4A=C4ABD27D1=64A384'T6;827:48C48=4A
B>;274=A:4==C=8B4B A:4==4=BD=3B>:T==C4<0=
8=B=4=3;8274DAU2:5A064=
,4=86BC4=B8A30=C 304AB>:A8C8B27,4A:
647CB827B4;1B4C3=4B48C4=34%A8=I8DB=348=4AD
E4A;RBB8C4C=7>345UAB48=4=C4ABD27D3=6BA
:4==C=8BE4A<T64=4ABB8274A1C4=!4834A8BB384B
=8278C4A0;; A B2782:C48=40;;64<48=4=C4ABD
27D=6U14A384#0CD24B A:4==4=BE>A0DB>=34A647C6;4827
U14AD 34AD5IR7;D=634A48=I4;=4=

&D4;;4=34AA:4==C=8B34A34A48=I4;=4=4A:4==4=
34= 0:D;CRC43844A014A=8274CCF0F8BB4=B2705C
;8270 1;48C48344AE84;<47A0DB34A1;>P4=A507AD=6
0D5=8<<C=7=448=%A8=I830B87=34A+>;;BCR=386
:48CD=334A827C86:48B48=4A5IR7;D=6E4AB8274A
C4 =B>54A0== B48=4A8C834AA48=4=4A=D=5C
B4;1B=8270;B48=6)22%.2#(!&3,)#(P6B<4BBD=6
34B<4=B27;8274A:4==C=8BE4A<T644;B4=
84 3A4&D4;;4=34A+4A=D=5B8=87<(8==;827
:48C+4ABC0=B3+4A=D=5B4 (8==;827:48C4I847C
B8274=CF4340D5384 0DP4A=B1458=3;8274464=
BCR=3=34AD=B44#86=4B==4A48=F8454A=8A384).
4.2 2%,"2B>A6474=34=4AR=34AD=64=7A=47<4=
30B+4A<T64=384B4A7A=47<D=634A8=D=B
B4;1B64B4CIC455:C8>=4=34A+4AR=34AD=64=
=4==0A34=)..%1%(8== F> 0;B>>7=430P48=
AD=30=6464148=8A3=DAE>=48=4<(8== =827C
E>=<47A4A4(8==4=3844434 8BC=8414834=RDP4
A4=464=BCR=348=4 A:4==C=8B=4;2740DB384B4A
4ABCA4&D4;;40DB34A(8==;827:48%C.323%(8=34A
0;B>B27>=<47A643027683C;B34A1;>P4(8==4=48=
3AD2: 748PC2#(!44.' = 34A=B270DD=6014A
D=C4AB2748=34A30B-D5R;;864=40B0=34AB48=T==
C4D=348=0=34A4B!2 .)#(3 !.$%122%).+>..3% =
=B47D=634ARDP4A4464=BCR=384B384B34A
!4- ,8A :T==4=D=B384RDP4A4464=BCR=348270=34A6;B
8<'0D<4 E>ABC4;;34A0D< 8BC
0;B>384=>CF4=3864=30;;64<48=4>A< D=B4AARA
P4A4=B270DD=684A14F48B=D= 0=C0DB34A
#>CF4=386:48C=3 ;;64<48=748C384B4ARD<;8274=
>A< D=B4AARADP4A4=B270DD=630P34A0D<
=8274C14=BF84430B1;>P-D5R;;864=3"0C4A84;;4
34A8=64 4CF0B;>P <?8A8B274=B34A4ABC34A
6)1+,)#(%.=B270DD=6=CBC474=34=48=T==4 30P
4A48=4>A< B48384=34AF8A:;8274=B270DD=6=
D=BE>A0DB64D7430;B>8=34A#0CDA=B4A4AB
:4==C=8BE4A<T644=B6446AU=34B48F>A0DB4==
5>;6C30P4A=8274=4= 464=BCR=34B4;1B0=B827
>34AD=017R=686=D=B4A4AABC4;;D8=67RA84AC

B>=34A=DA384= 464=BCR=342/&%12)%5/. 4.2
!.'%2#(!43 6/1$%. 0A0DB FUA384==F48C4A>;
64= 30P30B,4B4= 34A464=BCR=34DP4D=B=
B827D=ARD<;827=3D=B8==;8274 8;;48= 0=CU14A
;RPC=B384B4+;64AD=6414=B>0;B4AD=BU14A;RPC
B4;1BC=BDBID34=:4+6)%34===D=34A0=B827D=
ARD<;827(C>553 4A3>2734=;4CIC4+AD=3D=B4A4A
+>ABC4;;D=64= 464=BCR=340DP4D=B74A6414=
<DP F843 84B4(C>55B827 3=D=B4A4+AB270DD=6D
94=4A>A< 34B0D<B 14@D4<4ARD<;8274A< 0=
=47<4
,0B 5UA384RDP4A=4B270DD=64A0D< 30B8BC
5UA384 8==4A384%)3 *=B4A4+>ABC4;;D=64<?58=
3D=64=DBF D=3IF0AB>F>7;384+>ABC4;;D=64384A480DBD=B
B4;1BCDB34A486=4}RC86:48C=B4A4B
48BC4B=CBC470;B384+>ABC4;;D=64D=F4;274=
F8A3DA27RDP4A464=BCR=34A0=;0B8=3BD:I4
384A4B=8273 84>A< D=C434AF8AB84F07A=47<4=
8B(D:I4BB8>=-48C 0A0DB5>;60;B>30P8=34<
F0BD=B4A+>ABC4;;D=6=RDP4A48=64=E4A0=
;0PCF434A(D:I4BB8>=>27-48C3BC904B5>;60;B>60A
30P4864=C;8273708=<0;384B8==;827>A64BC4;;C4=
8=64 B4;1BC>=34A=DA384+>ABC4;;D=6B=54A=
F8AB84DA273 4=8==4A(8==F07A=47<4=8=34A
-48C38=3B 5>;60;B>30P384-48C=>27F4=864A
*=017R=686:48C=D=B4A4+>ABC4;;D=674=0;B
34A0D< 30PB84+>27BD194:C8EBA;B4;1BC384
B4A
48 0;;434<70C=D=014A0=C0DP4A48C=3
'0D< 384 1;>P >A<4=4.2%1%2B270D4=B=3
+>ABC4;;4B=3 34=0=B827A0D<D=3I48C;>B4=
AD=3D=B4A4+AB270DD=64-94=4B=14:0==C430B
4A<8CG 34< -48274=34AD=14:0==C4ATP48=34A
"0C74<0C8:14I4827=4C=330B4AB>=34A16A=D6
30B8=6 0=B827=4==C4864=C;82RA4B30B8=6
0=D=35/1 B827B4;1BC7 47 4BID< 8=6 F8A3
34==ID< 8=6 F8A34B4AB8=D=B4A4+AABC4;;D=6
,0B =D=014A384B4DP4A;;4< '0D< D=30DP4A
0;;4A(D:I4BB8>=D=3-48C4B4CIC430B8=F8454AB

0DP40;;4< !4- 48=48BC864B48;0DP40;;4A
%)3 48=F864B8BC0B384B4B=14:0==C4B48=T==4 F4==4B
=8274CF0>C38BB27F4AD
B064=;B >CC014A4BID 14BC8<<4=8BC0=CF48C
4=C54A3C==4A=4==C34= 340;8B<DB4B%1+%,%8
34A3846O=I4(8==4=F4;6UA48=48DA276TCC;8284
F8A:D=6D5D=B4A>ABC4;;D=6BE4A<T4A4D6C4
+>AB?8464;D4A6:;RAC384B4=340;8B<DB4AF4=86
BC4=B>27ID $%.+%8BC=4==C0=CB27FRA<4A8B27
"06 4A384BB48=014A30B(27FRA<4A8B2B74;1BC
F4===DA=>274CF0B48870<ID 34=:4=8BC8BC78;>
B>?78B274BB4A;BF0B8=48=4<ET;;864#827C64
30=:4=>34A*=6430=:4=4=3866F84 0=CB)74>A84
34AB8==;8274=B270DD=6384<8CF48 A48=4*=14
6A485;827:484C=43866R<;827<8C34AD=146A485;8274=
8=A827CD34B+>ABC4;;4=3)4=D=B30B64=TC86BC
30BF0B0=B827DP40;;4< '0D< D=30DP40;;4A
-48C3BC8< '0D< D=38=34A48CE>AIDBC4;;D=3
<8C94=4<414=B5D=146A485;8274%1 D=BE>=
34< F8A=827F8BB4=F434AF0B4B8BC=>27F844B
0D5D=BF8A:CD=3F4;274#>CF4=386:48=34AF4;
274B=C4A4B4B70C0D5D=BD F8A:4=D=3D=BDA
+>ABC4;;D48=4A8==4=F4;0D E4A0=;0BB4=
0=C6470943>27=D=E>=34A(8==;827:48F48C4A
ID 34AIF48C4=4A:4==4=34=34AA:4==C=8B4BC8<
<4=34= 0:D;CR8=D=B 34< +4ABC0=3A 14<4A:C
30P30BB8==;82077A64=><<4=4 5UAD=B=827C;>P
=>CF4=3886< '0D< D=3-48C3BC30PF8AB>F844B
%1+!..3F8A3 B>F844BB827TD< 464=BC0=34B*AC485BUAD=B
4A741C30PF8A0;B30=414=B>F>7;
64=TC8BB8=387<64F8BB44ABC0=34B14BC8<<D=64=
148ID;464= 4B0;B(D1BC0=I34A0;B:I834=I
0;B*AB0274>34A0;B,8A:D=6 0;B 8=B>34A0;B+84
;4BDB5D 14BC8<<4=;;4 384B44BC8<<D=64B8=3
=D=827C47A1;>P >A<4=34B=B270D4=BB84B8=3
4BC8<<D=643>4B4=:4=B %'1)&&%46A8553>4B
A48=4=4ABC0=3*B3 34==>27BBD=B4A'48=D=6
30P384B46A8558=34=5/1'%23%,,3%'%.23;.$%.
2%,"2B484=30PD=B4*AC483848>34A94=4B48(D1

BC0=H34AB48?AB0274=8270C8=1;>PBD194:C8E4B
B>=34A48=>194:C8EU;C868BD=33848=64 B>
F4=86>7=4384B46A8556430270;BI >7=434=
'0D< 0=64B270DFA34÷T==4= 4==>27 6%),
94=44BC8<<D=64=%'1)&&B8=3384=DA8=48=4<
+4ABC0=B827:4=:4=;0BB4=B> B>;;C<40= <48
=4= 14F48B4B848=4=D=017R=68E6>=D=B=$%.
).'%. 2%,"2?%'%.6;13)'%. +4ABC0=3014A0=C
B27;84F=8270D5384B;48B4 B>=34A=B>+>..%.
B84=DAE>=34=5/1'%23%,,3%64=BCR=340=B>;
274= =8270C14A?"%1384B48=0DB7 0D27E><
8=6 0=B8276;C4=B84B8=3=8270C=F4=3104AD5
94=4B=14:0==C430B34=;4CIC4=AD=3D=B4A=4A
BC4;;D=64=C7R;64B4B=14:0==C43BC14A64A034
30B8=;4CIC4=ABC0=A:;RA4=34D< 30B4BD=B0;B>
E>AID6BF48IB4CD=B48<DP A064=F8A=D=F0B
30B=>27B48÷T==4 30B=8276C< '0D< =8276C=34A48C30B=827C
(D1BC0=H827C1834=I =827CAB0
274 =827C;8A:D=6 8BC>F4A34=F8A64BC474<UB
B4=30P94=4B=14:0==C4=827C<47A G F84 0=C
4B14I4827=4C 384D=14:0==CATP448=4A0C74
<0C8B274=A<4; B>=34A30P4B 30P4BD=B
ID< ET;;864#827C64F>A34=8BC0 87<0;B>94=4B
0DP434AA507AD=6>A0DB64B4CIC4=4=D=C4A
507AD=E4ABC407=C=8276C841;>P4=B270DD=6
B>=34A3843DA294=4+4ABC0=34B146A48B5<<C4
D=3B>IDA A:4==C=84A7>14=4=B270DD=6
8=34<87<94=4BDP40;;4AA507AD=6>A0DB64B4CIC4
414=30<80D6;4827ET;;86D =827CFBA3B474=F8A
30P 0=CD=B0< =34 414=F8434A3078=1A8=6E>
F8AIDE>A=0A4=ID 34AET;;86D=4A:;RAC4A507AD=6
4==>27 70C0=C30B+4A384=B834;;64<48=748C
D=3#>CF4=386:48CD=B4A4A4==C=8B7=4F4;
2744B60A48=4 4F8P748<47A6414=FUA344A70;
C4=F4==0D27=827%1+,;13D 7014=(4;1BC34B
B8==;8274%7R=><4=D== 827=8276;4F8FB48=
F4===8276C=<48=4< 48BC48==>CF4=3864%A8=I8?
B827?8=3463B<8A87A4U;C86:48E4AB8274A0=C
:R<4 0< =34 30A0D4B8BD=<T6;8273P8273B

F0B8274<?58=34=8274C<?58=34
0=CBA8C88BC14AE>AIU6;827DA2384470D?
CD=64AU7<6C4F>A34=30P384+4ABC0=34B146A8554
>34AF844A<8C34< E>= A8BC>C44;4B;47=C;4=AC
B84=4==C3840C46>A840D530BO14AB8==;8274827C0=F4=310A
B484=30<8C;0D1C0=C0;;4A'4C07HB8:
8=F8454AB840D548=4A:4==C=8B4BO14AB8==;8274=
647C48==34 64<02701D 7014= ;;48= 4A70C784A8=
-%(1 64C0=0;B4AF>;;C4 4== F4==4B<8C94=4A
#827C0=F4=310A:4A8=4ABC0=34B146A8554
O14AB8==;8274=8274C86:487CB>5>;6C30P30B
O14AB8==;8274827CDA=8271D 4A:4==4=B>=34A=
30P4B0D27=8274C8=<0;1D 34=:4=8BC03DA2764ARC
014A0=C8=48=4=834AB?AD27C8B827B4;1BC4==
F4=86BC438B4G8BC43B4BO14AB8==;8274D6=490
4AB4;1B<8271D=3B4C4B148B48=4A=BCAD:C83=A
A507AD=64;1BE>A0DB4== F0B8B3>274864=C;827
94=4B8=6 0=B827F844A4B=4==C BC4B=8271C4#(
48=O14AB8==;8274B< F4=86BC48=4C3>2748=
DP4A D=3*=B8==;8274B3 B>;2748== 4B014A
=DAF484A;4B48=4=CF434ACF0B30B?"%1>34A30B
4.3%134AB8==;8274A507AD=8BC.3%134AB8==;8
274= A507AD=6RA4B F4==4B0;B1;>P4BH?>:48
<4=>= 1;>P4B(D1BCA0C3A48="0C4A84=40;;4
0:CD4;;4864=B27053844B4AB8=34AB8==;8274=
B270DD=6A7R;6430274EUA34 4A 46A856D1BCA0C
8BC14AE>=34< 46A856(D1BC0=1827E4AB27843 4=
0 70C4A0;B>4CF0BDP43AB8==;8274A507AD=6
!8464=34B30B4A64=TC88BC;B(D1BC0=1D 14BC8<
<4= $34AF8;;4A4B0;BO14AB8==;8274B4= 84A
FUA34B827TD4AB6A064=84$)%2%214AB8==;8274
B827E>=34< O14AB8==;8274A0=34A4=AC 30B0=C8<<4A
F4=86BC40=B464=BC0=D=B4A4B
:4==C=8B%231%"%2ABC4;C==4A6;48274D6=4C
30P4B6)1+,)#(4A:0==C F4A34=E4A<T64F844B
B827TD 94=4<O14AB8==;8274D=B0=C8= >CC8=
34A<4=B27;8274(44;4 8=34AA48748B4,8;;4=B
DBF4A:4==C=844BB827TD 384B4=E4A70;C=827CB
8BC1D550;;4=34A;B30P 0=C14834< 64AU7<C4A8

C8B274=4A507A4>27=840D5384B4074;8464=34=3
B827D53A8=64=A06464A0C4BF84B8273==30B
48=4DP4AB8==;827=4A1;>P =C4;;8681D434< 0=
34A=34< 4864=C;8274AB8==;827=4A70;C30P4A
384B4483=AD786414=48=0=34AC474RPC>7=4B84
8A64=3F84=CF434D D=C4AB2748=34A<8C48=0=34A
8=+4A18=3D=D 1A8=64=
0=CB4;1B=C4==C30B>64=0==C84=6 0=B827
F0B=027B48=4486=4=46A85544=8=F07A4B7T;I4A
=4B8B4=8BC34==8=F8454AB).' .$194:C/8BC8BC
4B=8270=B827D=3F4==4B0=B8278BC8B4B=827C
8=6 014A4AB4;1B4CA:;RA3384B4B=6 0=B8270;B
34=8=C4;;8681;AD=3D=B4A4=AABC4;;D=64=B
,>AC AD=3;RPC=D=5A48;8027748=4;>P;>68B274
434DCD=D=334<=02748=1;>P;>68B274=4A7R;C
=8B94=4B=C4;;8681;4=D=B4A4=AABC4;;D=6 ;
;48=304A34AF8A:;8274=>ABC4;;D48=4=8=3AD2:
0D5384(8==4E>A0DB647;4RPC384B48=3AD2014A
=827E>=34< B27>=>A64BC4;;C4B>=827E>=
34< B27>=<8C34= >A<4=34AA48=4(8==;827:480=3<8C34A
>A< 34B+4ABC0=3444B;48434C4=194:C
B>=34A=DAE>=34< 8=6 0DP4D=3U14A;;4A+>A
BC4;;D=74A:><<4=:0== B><DP4A34= 8=3AD2:
E>=94=4<=C4;;8681;74A;48C48=84B4B=C4;;8681;4
IDA20DB40558284D=B4A4=AABC4;;D<6274= 3 7
4BB4;1B0CB*AB0274E4A<T648=4B4ABC0=34B14
6A8551B4BC8<<4F>148=>2730B'4A:FUA3864B827
4A486=4C0P4A384B4<=C4;;8681;48=4B4#>D<4
=>= F844A4B=4==C48=D=<8CC4;10=4A7R;C=8B
IDA=C4;;864=ID< #DB ID< 4864=C;8427:4==4=34=
+4A<T64=B>=34A=D D=B4A4;=>P<0C4A84;;(8=
=4=>34AD 34=:TA?4A;8274(8==4B>A60=4D=64
BC47;4== 94=48=C4;;8681;4D=3 34= 0=C30B
8=6 0=B827=4==C4864=C;8287;>P4'0C4A84=84=
(C>55D D=B4A=>ABC4;;D=674=A681F4;274A30==
4AB8=34ACA0=BI4=34=C0;4=C74B84BA??4AI4?C8
>= F84 0=C384B4?4A0C8>=4==C0D5434=0;;
0;B>4AB8=34< (D194:C94=4B4?AR64B4B+4A
BC0=340B=8<<CF4;274B=8A8=87<E>A0DBB4CI4=

<UBB4=F4==4A464=BC0=48=4B194:C8E=4AC48;B
B48=B>;;B>5A064CB827 F8494=4A=C4;;8681;4
AD=30=30B(D194:C><<4 0D530BB4;1F48A:4
F84B827384B4(C>55B>F8;;8634A+4ABC0=34B5>A<
5U64 F>74A34< (D194:C384B4F0;CU14A34=
(C>55><<4 84B4 A064=B8=3=34A0=CB274=
A8C8=8270C40=CF>AC94C8274C8=<0;0D564F>A54=
-F48 >A34AD=64=4A34=0=384%78;>B>?7841<027C4ABC43=B4
4=4B8B34A#0CDA4A:;RA4=
B484B=D=30P<0=384B04;B4CF0B194:C8ED27
!4:%1D=B4A=>ABC4;;D=6B=F84F8AB84E>ABC4;;4=
(484=34B>34A30P<0=B84)$%!,)23)2#0(B1;>P8=
D=B4A4AABC4;;DB64G8BC84A04=347<4 84A
<DP=R<;827F4=86BC464B486C4A34=3DA27F4;
274= D=3IF0A=>CF4=3864%A>I4D=B4A4B
=4A=F8A64=TC8B6=348=4B>;274;4;C <8C384B4=
4BC8<<D=64D=3<8CB>;274=1BCD5D=64D=E>A
IDBC4;;4=0=C70C384B4>A34AD=D<60=64= 84
IF48C4>A34AD=64;2740=384%78;>B>?7841<027C
F8A38BC94=4864=C;827C0?7HB8B2744C 384
U14AB8==;8274>= F>78=>CC(44;4 A48748C
*=BC4A1;827:64CTA4=D=B0D5IDB27;84P464=
384B47=T74A4)48;34A%78;>B>?7841<D=0=C48=
4864=CU<;827=4A7R;C=8B4 B27>=14<4A:CF8;;
4A8==B47D=6$)%2%4C0?7HB8B2744864=C;827B
B4;14F0B3847A641A0274C0?7HB8E>A87<64
F>;;C70CC;4== 4B48=4F07A4'4C0?7HB86R14
384B'48=D=6681C0=CU14A0ID 4A:4==4=B>
<UPCB84>CC0;B5A484=A7414A34A;4;C B84<UPC4
384<>A0;8B27A48748C3C'4=B274==414=34< D=
E4A1AU27;8270=B0;=4GD8B=34A#0CDA=3384*=
BC4A1;8273486<4=B27;8274=B4=B30ACD=0148
B4CIC14A0=C:48=40=34A"8CC4;DA AA4827D=6
384B4B42:B E>A0D8;BF4;2740D2738445AU74A4
"4C0?7HB864:0==C70C(48=4 A8C814I8476B827B>B47A;>P0D5
384B430P<0= F>7; B8474CB8BC7<=84
0D27=DA48=6450;;430P4B0DP4A384B44A8=40=34A4
6414=:T==C4 0 B>60=ADA0D548=414BC8<<C74-
384B4'AC0?7HB814I8476B8270=CBA8C80D5$)%

=R<;827F4;274B84D5R;;864A034DA-48CB48=4D
64=33DA277A8BC80;=55 D=3=>27<47A3DA27
;4G0=34A0D<60AC4=0=CB47A4AD=C434=
,>;5580=4A=>278<<4A48=43A4A14BC4=?54 0=
64=><<4=70CC40=C86=>A84A;CBF0BU14A34=
BD194:C8E4C=8>=0;8B<D4B=4'4C0?7HB87:8=0DB
647C=B>54A3BB48=4A8C8E>=:48=4A=F4=3D=6
I 0D5(?8=>I8B<DB0=CB060F0A 34A46A855
48=4A1BC0=:0== D=3305D5U14AB8==;8274
64=BCR=34B>0D5>CC=82700=64F4=34C4A34=
84B:0== 6464=34=(?8=>I8B<D64B06B2748=4=
0;;48=384B4AD=3CA834C(?8=>I0=8270F48;384
B4A14=>CC=8270;B48=8<(8==4 0=CB=D=394=4B
BD194:C8E4C=8>=0;8B<DB14AB8==;8274B:C >CC
8B34<(?8=>I0=DA384D=<8CC4;10(4BC0=34B
B8==;8274F8340;;4B0=34A4(48=B 0=C<UPC40;B>
4AB1C4F48B4=30P >CC=>CF4=3846=8=2%).%{8==
O14AB8==;8274B384B14F48B4C014A=8270B>=34A=
B4C4B1;>P0DB34A0;;64<48=4=47A4>34A34AE>A
87<0=64=><<4=4="4C0?7HB8E>A0DB=34< 4A
0;B>384*=ID;R=6;827:4834A64FT7=;8274<4C0?7H
B8B2744F48B4I 8=14ID60D530B0B48=>CC4B
=I4ABCTA;8274483=BC4A1;827:384A<4=B27;8274(44;4
30A64C79C6;0D14AU14A,,%
F8BB4=B2705C';8270?7HB834=(C01641A>274=
30B;4CIC4BD;C0B48=4A=BCA4=6D=6BE>A;8C8:
8BC30P:48=4F8A:;8274A:4==C=83B4BO14AB8==;8
274=<T6;827B4884 4864=C;8274=4C0?7HB8B274=
464=BCR=384=387<1;>P4+4A=D=5C834=84F84
4AB06C3=:48=4A<T6;8274=A507AD=E6>A:><<4=
:T==4= 14A 8=384B4A;64<48=7480D=3*=14
BC8<<C748=4384B1470D?C4=8A38B4B=>27:48
=4BF46BBDB64<0273(0P >CC:48= 464=BC0=34A
A507AD=E648>34AB48=T==4 A48;827=8276C4AA
507AD=3844A0;;48=B>=4==C0;;48=4AB4;1B3BC0CD
84A3C>270DP434AA507AD=3EDA2384RDP4A48==4
0D2748=4==4AA507AD=54A=4B06CAF0A F8A:
;8274A507AD=E648=DA8=94=4<-DB0<<4=CA4534=A
0DP4D=B;8464=348=C4;;8681*;AB0274=4A"0C4A84

D=B4A4AABC4;;D=6C4=3D=B4A44B14=50;;B=C4;;868
1;4= (D194:CB30B3DA2B48=40CD64=TC88BC87A
384>A<4=34B+4ABC0=34B5ID3AU2:4=B>54A8BC
0;B>94=4B=C4;;8681B4;1B4C8=42A4A0:C>A4=D=B4
A4AA:4==C=8B=3B2748=4C4=30AD<B4;1B=827C
%'%.23!.$ 34AA:4==C=8B48=D :T==4= 464=
BC0=34AA:4==C=8BB6<<4A=DA30BAI4D6=8B84
B4A14834=0:C>A4=;;48= 414=F48;94=4B=C4;;868
1;448=42A4A0:C>A4=0;;4AA:4==C=8BBC>8B4C30;B
48=4/1!422%394.'0;;4AF8A:;8274=A:4==C=84B=
6464=384B40;B./36%.$)' AB2748=4=34FBR7A4=384A:4==C=8B
0;BB>;2746464=384B4>A0DBB4CID=6
34AB4;140;B48=D5R;;8644BAB2748=D0646414=
0;B>4B5>;64DDB384B4AB827C30P94=4B=C4;;868
1;4=8270464=BC0=38=4F8A:;8274=A:4==C=8B48=
:T==4 B>I486C4BB8273>270;B 464=BC0=38=4B>C
F4=3864=4=:4=B D=3<47A0;B384B4B<47A 0;B
30PI >CC464=BC0=38=4B>CF4=38644=
:4=BB48700D27384 0;C44C07?HB8=8276C4F>;;C
;;48= 4BE4A7R3B27<8C34A0=CB274=A8C8F8A:
;827B> F84B27>=64B06F>A34=30PB8464=0D64
=><<4= =8270C>P384A:4==C=8B>=34A30PB84
0;;4B4=:4= 34BO14AB8==;8270D5741D=3D=<T6
;827<027C8=34<B84R<;827F84B84B827DB3AU2:C
0;;4 =F4=3D=6 34A+4ABC0=34B146AB5B4BB4;14
E4A184G40=5U7A0C14A14:0==C;827=CB4;1BC
=02734<4A>CC0DB34AC74>A4C8B2748;>B>?784
E4AF84B487=34==>273DA2738?A0:C8B2748434A
IDAU2:8=34<4AF4=86BC434B= ,!4"%. 0=384G8
BC4=>CC4B;B48=4=3DA270B(8CC4=64B8445>A
34AC4=30ABC4;BC=D=384B4A0D14 =8274C8=ET;;86
6430=:4=;>B4B>8BC>CC784AF4=86BC4'%B!#(3
#D=<T27C4827F8BB4F844B0=C0=5R=6C>CCD
34=:4= >7=487=0;B(D1BC0=B827D 34=:4= 5A48;827
=8270C;B(D1BC0=4< (8==34B(?8=>I0 0;B83@D>3
BD1BCA04C1DB14AD=BCA48C86C4A>CC0;B01B>;DC
648BC86=43B8CC;8274ABT=;827:4BC=8B5A48;827
8=34< 46A854=8=4B>;274%4ABT=;827:48(C4=C70;C04=B8=
34< 46A8554A(D1BC0=I>CC3B8C=

B>54A=827C/:% (D1BC0=F84I 0D2748=
"4=B27 303DA27827C8=;R=6;827 70A0:C4A8B8AC
30P<0= B06C4AB48=48=4(D1BC0=I14A 8B4CA30AD<
U14A0;;827(D1BC0=I 14=B>F4=86B474827 48=
F0B=>27E>=34< 46A855>CC4B1A861;48E4C==
827 87=827C;B*AB0274=4:4=30A50=C70C0;B>
3DA27B48=4A8C8U14AB48=486=4B4;78=0DB64
B27>BB4=
,4== =D=027 34< 18B74AI486C4=30B<0C4A8
4;;4'4BD;C0C4A0=C8B274A8C8:D;4CI0=38<
AD=3448=B>;44A4B=3=827C868BF>A0D54AD7C
30B34==>27D=;4D610A>P4D=3 DP4A>A34=C;8274
B48=48A:D=6 F>3DA2F4A3844A6;4827F>748=
=BC0DA0C4>%78;>B>?784=0==C F4A34="0=
:T==C4D=R27E4AB27843404B U7A4= (27>= 30
3DA27F8A:C40=CF>7;CRC830P4A=DAU14A70D?C
F8434A4C7>38B27=3<8CA=B0 ,4A:4 68=6D=3
303DA29744=4A78;>B>?78B27=40A27843848 7<E>A
0=68=6 827<48=430<8C=8278384RDP4A30P8=
94=4A48C48=74AAB274=34B?C8=34A%78;>B>?784
64F4B4=B>=34A384==4A40A2784 384ET;;864
%A8=I8?84=;>B86!48(< F>74A.!1#()! :><<C
748P1C4:0==C;827%A8=I8?30P4A0;B>384B4ET;;864=
%A8=I8?84=;>B8344486 78;>B>?748==34 <027C4
30P F4==4A94=4C8454AA4064=384B827 70D?C
BR27;827D534=8=C4;;8681;AD=30;;4B4A:4==10A4=(481=B>64=
F4===827C40=CF>AC940827C
48=<0;0D5F0A530P4AB84F4=86BC4DBE4A<483;827
0=A46C34=B14B>=3401 4AF84B27>=14<4A:CF>A
34= 30P4A384;;64<48=7480=3#>CF4=386:48C
34A<4=B27;8274A:4==C=8B464=48=4+4ABCTA4=
34=(:4?C8I8B<DB=3(4=BD0;8B<D870D?C4C;4
;48=8=0;;4< 384B4<3B384864=C;827784BC>A8B274
,8A:D=6 0=CB=827C BD274=30BF>3DA274A14
BC8<<4=B0A5UA384>;64 34A34DCB27%78;>B>
?784 84B4,8A:D=6 F0AE84;<474A03DA2E4A0=;0PC
30P4A)(1 $)%)#(34.' !4&$!2 4"*%+3)5'% 384
B84DA27(?8=>I0ET;;86E4A;>A4+0CC34==30B8
64=CU<;8274B(?8=>I08B4C14=384(D1BC0=384

1;>P$194:CBD194:C;8BC384 0;B(D194:C3827ET;;86
E4A=827C4C-F0A 48=464F8BB4=6BC;827:48C4
0=C=827C14AF8=34>==C4D=3384=>27E4A<47AC
FDA34F48;<0= B48=4A78;>B>?78427<8C0;;4=
<T6;8274=647RBB864AR38:0C4=C6464=:0<70CC4
87=14F>64=(C4;;4=8=34A4ABC4D=B601434AA8C8:
34AA48=4=4A=D=58=F4;274=4AB827B>60A48=074
0;B $%!,)24A:;RA70CC4=34=B?RC4ADB6014=
<8C0=34A=D E4AC0DB27?4=34=4=4AB2748=104A=
340;8B<DB34A;46C4A 34A,46 ID< 340;8B<DB
F0A34==>27641O7=C30B).' 0=B8274=ID D=14
BC8<<C4D=827C8643==0;;4BF0B30B$194:C
ID< 8=6 ID< ,8A:;8274=<027C:0< E>< (D1
94:C 0;B30P4B7RCC14BC474T==4= D=3B>F0A34==34A=R27BC4
(27A8CC=BCA4834A60P30B(D1
94:C30B27 0;;48=U1A861;848B4A(27A8C8B3DA27
)#(3%64B27474=4;274A64A034IDDBB?A027B
27 =R<;827%).%2%$%27 8B384=48=I864D1BC0=I
827C450PC8274CCF030B27 0;B0;;64<48=4B34A
01B>;DC4B=34A=DA0;B-%.2#(,)#(%2270D5 0B
27 0;B30BB8274=9434A=B48=4<4FDPCB485=
34C8B30B48=I864F07A7050B484=34;;4B 8B5UA
9434=DA<8CB48=4<27 D=38=B48=4<27 64B4CIC
UA9434="4=B274=8B0;3 94=4<31!.29%.$%.3!,%.
3 7 <8C94=4<30B4<?8A8B274FDPCB48B4;1B4ABC
1438=64=34D=387<30744E>A0DB6474=34C= <8C
384B4<:CDB34B(4;1BC14FDPCB4885BUA9434=
"4=B274=30B60=I4*=8E4ABDHD<0; 64B4CI30B
414=30AD<41 8< 4FDPCB483=08BC8C384B4A
(4;1BCB4CID=27 18=1468==5UA9434B=38E83DD<
384,4;C 384B4AC 8B6=48=4<9434=34A6;4827
4F864I48C;>B=450=6 B48=4B4;1BB>F>7;0;B34A
,4;C 434A"4=B275R=66;4827B04F864A,48B4
<>3> 04C4A=0= <8C87<8B5UAB48=4>ABC4;;D=6
B48=640=I4+4A60=64=7484C64=F0ACC=3-D:D=5C
64B4CIC4== 014A827C46;0D14÷>==C434=
(27F84A86:48C34=4=34A?78;>B>?78B2748BC
D=C4=A>A0DBB4CID=4B>194:C8E40B48=B34A
8=64 148A:;RAD=64A,4;C 14646=4C303DA27=C

60=64=ID B48=30P4A384 60=I4 A:;RAD=6=30B#(
E4A;46C3<DPC4A=DAD< B><47AB827E4A1D=34=A:4==4=
!42&?(1,)#(ID I4864=F84<8C34< 1;>P4=
27 18=5UA48=49434=384 60=I4B>64=0==C4P4=
F4;C<8C0;;4=87A4B>F>7;=>CF4=3864=BID5R;;8
64= 4BC8<<D=646=4B4CB48A 7RC384 0DP434<
D=<8CC4;10A4=DPCB486=4B4CIC4=64 F4=86
BC4=3B DA276 0=6B?D=:C4B %1-)33,4.'%.94=4B
:C4B34A(4;1BCB4CID=627F48B4T==4= ;;48=
4B8BC0;B>1 827C4=34ADP4=F4;C60A48=4*=C4A
B27843407A64=><<4=7RCC34 #0CD8ABC7<8=
34< 01BCA0:C48=41;>P4(27A0=:414I4827=4=34=
46A855B4B#827C 2734BET;;8644A4$194:CB0=
34< 60A=827CB07AID=47<4=8B0;B30P4B414=
34< (D194:C4=C6464=64B4BC384 60=I4#0CD8ABC
87<8=384B4<46A85B>IDB0<<4=64B27FD=343=0P
4A48=443D:C8>=384F48C4A;B384B4A46A85B827
4ABCA42=C8275UA=TC8784;C< =34 F0A8=
0=CBA8C8=<47A$194:C8E80;B8= 827C4JBBB4=
B2705CB;474A4= 0=C;84FB827148 34AD=C4A=><
<4=4= A8C8148 34ADB<4BBD=34BA:4==C=8BE4A
<T64=BD=1434=:;827>=34AA507AD=;48C41=148
827C4=F0A4B3>27=DAB48=40;B>48=4D5R;;8644
5;4G8>=384 0;;4 >BC4=34A>ACB27A48C1D=36CA8CC
#027 827C40;B>F0A0;;4B=DA3DA270B27 D=3
5UA30B27 827C470CC34<8C384(4;1BCR=386:48C
>34A384 DC>=><84F4;274 0=C34< <4=B27;8274=
(4;1BC5UAB48=4>A0;8B274;1BC14BC8<<DD=6
B27A841DAC74>A4C8B27A=48C4A3A384B4;14DC>=><84=34<
<4=B27;82742=27 0D275UAB48=4>A
BC4;;D=64E>=34ADP4=F4;CE8=38I84AC4A(0CI
;;4B 8BC=DA3DA270B27 D=35UA30B27 B27<48
274;C3074A0=5R=6;82F70A34< <4=B27;8274(4;1BC
645U7D=3B2748=3C4< 8==4A4'4=B274=384;4CIC4
*=017R=686:48EC>=0;;4< NDP4A4=D 6414= 14A
=R744A4CA0277C4C4A4CF0B7A0B>=8B27>B4A
A>PB?A4274A8B27;B=6=8276C4I4868BC6)% 0D5
F4;274 %)2%384B;;4BF0BF8A0;B4G8BC84A4=43A
:4==4=<UBB4=$41#(30B27 D=3&?130B27 8BC34

"48=D=6384B4BD194:C8E3440;8B<DB4;1BC==C4
=827B48=30P30B27 3848=64 0DP4A827&1%D)=3
-)3 /,,%. B4CIC34===DAD E84;48BC30B30B27
60=I 0=34AB>;;C4F4==30BRDP4A(48=E>=87<
0178=644A D=1438=6C4B4C4;8BC== =827E4A
<4834=30B27 F0BB48=4>ABC4;;D=6E4>=34AD
P4=F4;C4CA855B"(;.')' ID 34=:4= F4==0D27
=827E>=48=4<8=6 0=B827F844B 0=C=0==C4
>34AU14A70DP=C=48=4AAB0274DP4A7<B4;1BC
014A3>27F4=86BC4=17R=685>=48=4A==4A4=
#>CF4=386:480=3F4==4A34< 27 48=%A>3DI84A4=
94=4A>ABC4;;D=6DB27A48BC<DP384B4B4=86
BC4=4B=1;8=34B=8276=34<),,%. B>=34A8=34A
!341 34B27646AU=34C4A>3DI84A4B48=*< 384B
0;;4B486CB827=D= 827C4D=14:U<<4AC4A601B827
6464=384640<C4>CF4=386:48C7A30B+4A7R;C
=8B48=4B=F8;;8B84#4684A4=340=B48=4B84A:;RA4=34=
=64F84B4=D=384%78;>B>?7804
0D5ID=47<4=F> B84827C478=64BC47;0CC<4DPC4
827E>A0;;4< B474=F8494=4D=;4D610AD4=3D=01
F48B;827#>CF4=386:4836=4827C46;4827B0<DA<8C
,>AC4=78=F46IDB274;CB4=27C8C34= 827C4B274=
46A85540;B><8C34A1470D?C4C4=B>;DC4D=1
BC0=34B27B827E4A48=86;84P484A4A601B827
=D=014AB>6;4827 30P5A48;82.84DP4=F4;C5UA
<827=DA308B8=F8454A27D6;4827B4;1B3C0D=3
<8A14FDPC8=384BE4ABC4B827E>=B4;1BC014A
30P0D27D<64:47AC2/6)%8275UA<827B4;1B3C 827
<8A"%64:318=30P <8C34< 0DB64B?A>274=27=
18=8270D27384,4;C 0;B14A48C3B0 B484=38=34
0;B>30P0D548=4=0;; 30B2#(/. "%64:3%27384
,4;C ?A>3DI84A:0== #827CB4A78=34A0C4A<8C
384B4<94CK=<8AB827 14FDPC27=0D548=4=">
<4=CDAU2:ID6474F> 4BB48=4A>27=8270C4FDPC
F0A 48=4468>=94=B483C4B*%39521(!.$%.%. 4
FDPCB480=BD=47<4=D=348=4)RC86:48C384=827C
<47AB4;1BC>=34A=DA3DA27A4BD;C0C=30B4
FDPCB48=<<C 84B4)RC86:48C==C4=D=.48=4
0=34AB4B480;B414=384A148C34B-D

B827 B4;1BC ><<4=34B B8274FDPCF4A34=B
B4;1BC ><> 4B34===0CUA;8B7C=3=8270C=34AB48=
:0== 0;B30P384B4RC86:48C34< 4A;0=6C4=
FDPCB48=57TAC=31;>P87A4BD;C0BC474=1;481C
84B4B1;>P44BD;C0C=F4;274< B84=4< 4FDPCB48=C474=1;481C
8BC0==414=384DP4=
F4;C34AB8274=14=30AD<30B27=8270;B48=4A>=
87<B4;1B7A>3DI84ACB4==34A=DA0;B48=4AD
6;4827<8C37<30B484=34=4FDPCB48=0== 27
BD27C4B><8C48=4<,>AC34=D=I4AA48P104A4=
B0<<4=70=634B27<8C48=4A>=87<=>CF4=386
E>A64BC4;;C4P4=F4;C3DA2748=434< 6)1+,)#(%.
>34A4<?8A8B274FDPCB48E>A0DB6474=34=0=B
I4=34=C0;44A60=64=748824B427ID 4A:;RA44=48=4
A:;RAD=6384B>=027D548=4CA0=BI4=34=C4;4
B27827C34B27B5U7AC=43 B>E4AA84827>=
3DA27=48=44ABC4(27A8C8=434A%78;>B>?738=4
)4=34=I ID< 4B27827C;8274=86BC48=B34A>A<
34BB827B4;1B14FDPC4=D B827B4;1B64:><<4=4=
27 4== 30B27 18=8B41=DA34ADB3AD234B
-D B827 ><<4=BB4;14A0;B>384B4B
-D B827 ><<4= 30B8< 27 18=B8277DBB?A827C
B4C4C8=4:%1 D=3+>=B827 4F4B4=B4B>A0DB
4== =DA30B:0== 942)#(:><<4= F0BIDE>A4:%1
B827F0A 4A 4ABC4DBC0=34B27B8B0;B>48=
0DP4A B827 (484=4A148B=DA=>27ID 14<4A:4=
D=3384BBB4C8=B47A=4B4=C;8274A=:C$!: 30B
27 8=F8454A=94=B48324B4FDPCB486483027C
F8A3414=30AD<=>27=8270B8=38E83D4;B4C34==
ID< 8=38E83D4;14BC8<<4CB8274=4AB8<
-D B827 ><<4= 0;B>30B*%.2%)32B4FDPCB48=B
>34A34B142'%201/#(%.%27 18=643027C4(8B5UA;;4
<4=B27;8274=38E83D4=0B6;48274D=3
B4;144B6)1$8=9434<4AB2%).27 B484=38E83D4;
;4B27 8=34<4B414=8=87<94B827><<C 0A0DB
30P30B94=B4832B4FDPCB486483027C54UA;;4 =
38E83D4=0BB4;184BC30P784A0B=38E83DD=>27
=8276<8CF8A:30A0D4A:;RA8827;B30==F0AD<827
5UA448=4+>ABC4;;DE6=34ADP4=F4;CD=1438=6C

D=3>7=4B4;1BC4CAB4C8=4A507AD=38DAU1464<027C
ID 7014=0D5384O14A48=BC8<<D;;6A<4=B27;8
274== =38E83D4F=7;4 30B 8=3 B27>=30B<8A48=4=
464=BC0=B486CB4CIE>A0DB0P384B4A64=
BC0=4614=B>F>7;UA<8270;B5UA4B4G8BC84A4=
<UBB4 ;;4A38=6B=D=8=34<30B27 ID<).$)5)$4
%,,%F8A3 F0B414=3DA27 30B27 18=B827 7=:U=
386C0=64:><<4= 0;B>14834< #("). F><8CB48=
8=38E83D4;;41B4= 1468==C4A8==44AB827=827C
<47A34B,46B 34=4B18B3078=DAU2:64;467C0C
34==30 30B=34 384B4,46B 414=4AB3C0B4FDPC
B48=8BCB>70C4B 30B94CIC=38E83D4;34=,46
ID< 4FDPCB48=4;1BC4FDPC;>B=3>7=44BID
F8BB4HDAU2:64;46C84A4A:;RAB827384;8=3748C
D=3#>CF4=386:48C48=4A>ABC4;;D=6E4>=34AD
P4=F4;CF843>AC384;4827748D=3 ;;64<48=748C
34AB4;148=0;;4= =38E83D4=B 8=38E83D42,4
58=34BC=B48=4<4FDPCB48=DA=>276;4827B03384
">=D<4=C43844=:<R;4A 94=4B,46B =8276C4=
,46 B4;1BC14A 414=30AD<8B4B=D=(027434A,8BB4=B2705C
D=3IF0A34A*AF8BB4=B27034C%78
;>B>?784=4B27 34B4FDPCB48=)B %64:32%).
ID B827B4;1BC7 8=B4FDPCB48:><<4= ID ;0B
B4=$34A 384D56014 34A,8BB4=B2708BC30P
94=4B27 34B4FDPCB483B=60=I4=,46 E>=34<
=50=6B48=4BP4AB827B48=BD 34< 7T27BC4=
4FDPCB48=2%,"2=8C4FDPCB48DAU2:;46484
%78;>B>?78B4C=B>54AUA30B27 =827CB=34A4B,BB
48=4=0<=4B4 A8==4AD=4BB4=F0B4B8=B48=4<
0;;64<48=4=B48=4E>A8=38E83D4(;48=64C0D=3
64;8CC4=0C48=A641=8B30B<8C14:0==C4%;0C>=8
B274==B827C4F=4==6;4827384B4D<)48;48=4=0=
34A=(8==D=3=8276C7=448=464F8BB4DC0E>=
(27FRA<4A8B274E4ABC0=340A4=U14A48=BC8<<C4
84BF0A0;B>34A,46 34=8271D4AB0C=3=>27
414=E>= 827C74A:><<4=3 48=B27;D6< <48=4A
B48CFB434A8=B5194:C8E4D :><<4= D=3;48270C4
6A485;827==C4B384B4,A=3D=6 34B827C4B274=
46A855B>3DA27384B44864=C;827BE4ABCR=3;827

D=3384 0D?C48=F4=3D66464=34=B4;144=C54A=C
FDA34148 87A4<4ABC44=AE>ACA4C8427C= 4850;;
547;4= B F0A48=+4ABD27 34= 827C4B2743=40;8B
<DB<8C34A,8A:;827:480DBIDBT7=43 4AD I48
64= F846;4827F>7;0D27D=C4=A>A0DBB4CID34B
827C4B274(0CI4B30P0;;4B=DA$41#(30B27 D=3
&?130B27 8BC384>194:C8E,4C 146A485;827 8
(> F4=867014827<8271448;C48=4864=4(BHBC4<0D5IDBC4;;30P
827<827146=U6C844B0D27<48
=4A30<0;864=D64=364I84<C4E>A4A=BCA30B827
C4B27(4HBC4<146A485;827<0274= 8=>55=D=6
827C4B4;1B=C4A34384B4B48=4<(HBC4<646414=4=
(8==18;;864=F0B5A48;827027748827=34A6645D=
34= "8A F0A4B=8270< 48=(HBC4<1D CD=34BB4=
827<8270;B48=4B386=4=AU7<4=>==C4B>=34A=DA
D< 48=B>;274B30B<827B4;1B1245A84386D27 F0A
827=8276=34< 0;; F84B><0=274 384ID<0; =027
34A6A>P4=A46D=63DA270=CD=3 827C4B827D5
384%78;>B>?78 84A54=;4386;827748;B84=827CD=34
A4B4;4A=7CCC4D=3F48;B84<48=C4=8=34A%78;>
B>?78B48=>270< 474BC4=7=4 4==C=8BB4DBID
:><<4= 82770CG=427<47A0;B%).%468>=
<4=B27;8274=AAB27D=6=34A827D <48=4A4864=4=
45A84386D=<6274A6474=>==C4D=3ID 34A<827
<48=45AU74BC#486D=6478=I>64= ;B> 827
F>;;C430<0;B=DA827C4B=HBC4<4A:;RA4>1827
6;4827=84827C4B4(>1%164F4B4=F0B827A481;>P
0;B78BC>A8B2A78827C86D1=6<4A:4 =8274CF0D<
<82734B0=:B 6464=827C4D 4=C;4386=34A87=
0;B!47A4A=D=3+>A6R=64D E4A;4D6=43=4=4AF0A
<8A384BF844A4B0;;4=64F4B4=8BC=F8454A=AD
4AB3CB,>AC48=4AD5A48748C46AU=34C4=78;>B>
?784DBB?A027D5384(4;1BCR=386:34B27 =827C
1;>P F84 0=C 384?A0:C8B2B4=34A=14=B>F>7;
384C74>A4C8B2=74=34<=0273846 0=I4%78;>B>?784 6AU=34C4
827BD27C4B>30<0;BID4AB=CDAD I48
64= 6)%<0= B827=8C34< <4=B27;8274=270;;4B64
B4CB4=:4=:T==4 84B4 DB5U7AD=34B827C4
B274=340;8B<DB4=C70;C8=<48=4<0==>

4AB2784=4=(4HBC4<34BCA0=BI4=34=CC;40;8B<DB
BC48=4D=C47A=4= 34A94CI<34A8=34A-D:D=5C;34=
0;;<R7;8274=CF82:;D=6B60=34A=4D4A4%78;>B>
?7846 4=0DD=3DA:D=3;827==4=;4A=4F8;; B>:0==
827=8270=34AB;B87<384B4(BIBC4<34BCA0=BI4=
34=C0;4=340;8B<DB< (CD38D=4<?547;4=4AF8A3
30A8D=C4A4AU;;4 34B827C4B2744=30=:4=B
B27>=30B=4D4(HBC4<4A:4==4=30B5AU74=34AB?R
C4A384B4J;;4 3DA271A427<D=PC4AF8A3=384B4<
,4A: B27>=94=4%3(/$%8=E>;;4A=F4=3D=6 58=
34= 384B?RC4D8=6ATP4A4*<50=6 641A0D27C
FDA348=34<4A384B"4C7>34 F4;274=02774A384
(44;4 34BE>= 827C4D=017R=6864=IBC4<B4F>A34=
8BC784AB27>=58=34=C8A34AB827U14AI4D643=0P
384B64A034=0B<8A 864=CU<;8279034A64BC#0C
CUA;827=4A 30P827<82734AB4;145=0B<8270;B
48=4A58=3D=6?(-%. :0== 014A414=30AD<0==
8272)%0D270< F4=86BC4<8AA0D14;0BB4>34AD
6414=30P48=0=34A4B827AU7<4B84A5D=34D
7014= 27 B064384B=827C<827ID AU7<4=B>=34A=
60=I 0;;48=F48;<0= 384%5;8277C34A*=F07A748C
U14A70D?C<0; F4== B843DA27(27F4864=146;0D
186C=8A34=C6464=IDCA4C84 D56014 384827<8AID4ABC
64B4CIF0A0;B>
384E>=D=B4A4AA8748BC27;427C4A38=60B17R=6864
9038 4B4A48748104B27AR=:4=34ABC4;;D48=4A1
94:C8E4;C 3DA2748=4=1/9%: ID 4A:;RA48=F4;
274< B8273 0B27 414=3DA234= :C 34B(4;1BCB4C
I4=BD=1401B827C86C4A>CF4=3864;48B4 E4A
F82:4;CB847C=34< =R<;8273 0B27 B82B4;1BCD<
464=BC0=3027C:0== 4B=8270<78=B82B4;1BC
0=IDI8474=8=34< (8== F84<0= B06C8278474<8A
384B4B4A94=4B8270= 8278 6=>A844A4 D=34B
:>==C4B82B4;1B<8270=I8474=>7=4B8273 03DA27
ID 146A4=I4=B48=0=B828=B=4=3;8274BCA414=34
)RC86:48C74<<4= B82B4;1BC30BIDE>A;0DC4A4
A48748C=30;B=827CFBA 5UAB82B4;1BCD 4CF0B
0;B>ID 48=4<4B27AR=:C4=E <0274= 84 (27A0=
:4 F4;274 827C4DP4A30B27 50;;4=;84P584;0D5

384B4AC8=30B27B4;1BCD=334A%A>I4FDA3448=
ET;;868<<0=4=C48A=F4;274<30B27=DA<8CB827
B4;1BC<8C34<486=4=8=2)#(64B4CIC;834A
B?AD27D6;4827(D194:CD=3$194:C4=3;827D=3D=
4=3;827D B48=14B27R5CF86AC0B 2770CC=4R<
;8278=34<4BB827B4;1B$194:CFDA34B827F0A64
5D=34=014A=8270;B30B).&!#(% 30B4BIDE>AF0A
B>=34A0;B48=>??4;C4B0;B(D194:CD=3$194:CD
6;4827 4BF0A=D=&?1)#(B4;1BC70CC14A414=
30<8CD5647TA.C2)#(ID B48=384B8=87<64B4CIC4
-D5R;;86:48<DPC4U14AFD=34=4A34=384'><4=C4384B4A
BD:I4BB8E0=14AF8=3D=FDA340;B834=C8B27
=02764F84B4=8C34=''><4=C4=34A#0CDA=3384
B4A%A>I4FDA34E>=(CD54D (CD54E>=''><4=C ID
''><4=C 5>AC645U178BD 34< %D=:CF> 30B27 0DB
34A4B27AR=:D=F8434A8=384A48748BDA271A027
D=3=D=4ABB827F8A:;82770CC=434A&?1)#(B4;1BC
F0A F844B!. 2)#(F0A 0;B;0DC4AA4487480<8C
F0A384C74>A4C8B2778;>B>?784B27;>BB4D=34B
1460==384?A0:C8B2774AB8=34A%78;>B>?784CC4
827784A38464B27827C;827=74F82:;D=6E4ABD2738384
60=I4%78;>B>?784A<8A4B27827C34B(4;1BC14
FDPCB483=B4827STA<;828= ?>274=01C48;0C4
4ABC?4>274 E>=34ADAB?AU=6;8277458=3D=634A
3DA2738(4;1BC>194:C8E84A=27 64B4CIC4=
6A4=IC748B3DA?A>3D:C8E4=B270DD=60B =
BCAD<4=0A943>27D 14B27AR=D< 38460=I4"4
;>3840A0D5DB5U7A4D=T==4= 0B %A8=I8?4B
>ACB27A48C34B84'4C7>3414AD70D534A*=C4A
B27483D=34BB8274=CF82:4;=34=34A<8C34AAI4D
6D=634B(4;1BC14FDPCB4=4B27R5C862748=3
34B0D5384B4A45;4:C84A4=8;4827B087<ID
B270D4=340;B>?78;>B>?784A4=274B DA279434=
''><4=C F0A8=30B>194:C8E27 48=44BC8<<D=6
64B4CIC14A384B4BC8<<D=6F0A=DA5UA34=-D
B270D4A87<64B4CI=8274&?1%2%,"234A >AC
B27A8124BC0=;B>9434AI48A8=30P F0B8< E>A
74A6474=34><4=C 8< 27 1;>P5UA34=%78;>B>?784A4=64B4CIC
F0A 8< >;64=34=34< 27

B4;1B<C194:C8E5UA30B27B4;1B8C=87<64B4CIC
FDA34D=330P0D5384B4ACID;4CIC30B>194:C8E27
B4;1B0CD534=(C0=3?D=:34B%78;>B>?784A4=634=
1A027K0A>34A30B>194:C8E27 34< ?78;>B>?784
A4=34=8=B>54B>194:C8E4T;;866;4827FDA34A34A
"><4=C 8=F4;274<384B4482774840=CA5C0;B>
8=34< >194:C8E427 64=0D30BB4;164B4CIC0A
F0B8<BD194:C8E40A34A(27;DP<><4=C34A%78;>
B>?784F4;274AB8273<80D6;4827A4B=34B14
BC8<<E4AB2740CC4F8B274=34< >194:C8E427
D=334< ?78;>B>?784A4=34BC0=3D=645R7A0B
+4A7R;C=F8B48=34=(>:A0C8B274B?AR274F8
B274=34< (27U;4AD=334< "48BC4A=34< >194:C8
E4=27F0A9434AI48C=64F82:4;C,4AB4-%(164
B4CIC0;B4B4;1BFDPC4384)RC86:48C4BBD194:C8
E4=34B?78;>B>?784A4=3274BC0=3D=30A8=
34< >194:C8E427B4;1BD34AA:4==C=8D=334<
4FDPCB483=4B8=87<4B4CIC4ED E4A74;54D=34B
B>4=3;827DAET;;864=4;1BC4A:4==C=E8BA8=64=
84B4B=4A507A4F=>148BC4CFB8<E>A74A6474=
34="><4=C 1;>PBD194:C84EB4C8C8<5>;64=34=
ID< $194:C78=IDCA870CD278=34A5>;64=34=6AT
P4A4=CF82:;D=64AB?A84P;8274BC644;48BC4C
84 =5R=6438 4B4A0ABC4;;D=364B340;8B<D5B=
34=B8278=34=48=I4;=4=170=3;D=64=3848<4A
BC4)48;<48=4A78;>B>?78B27(27=A85C4=8434A01643AD2:C
F>A34=,4A <8A3847A44AF48B4=8;;
34= 0=6 <48=4A78;>B>?78B274=CF82:;D=6D 14
DAC48;D=314B>=34A4A30B4864=C;8(27741)23)
2#(%%A8=I830B%A8=I834AA58=3D=64;274B
<827;48C4C4==4=;4A=4=8;; <DP18B3078=D
AU2:6474=
J

#$! "

27 6474=D=U14ADA 0ABC4;;D=364B(HBC4<B=84
4B8=34AET;;864*=017R=686:48C>=827C74AE>A
64CA4C34BC84AF0A4B0;B>=827C47A30B4=3;8274

>34A<4=B27;8274 27 E>=34< 0DB6460=64=DA34
B>=34A=0BD=4=3;8274D194:C=R<;827 30B(D1
94:CU14A70D7748;30B0;;48=4.-)33%,"!1 4F8BB4
014A 30B4.%.$,)#(%(D194:C3 7 30B=840D57TA4=
:0== (D194:CD B48=84<$194:CD=C4A6474D<
1;>P4=$194:CF4A34=F844B34< (?8=>I03DA27
48=4=:C 34BB44AB4;1B8827=8270C4FDP8B64
B27474=BC
0B (D194:C8=F8454AB=>278=B48=4A48=4=
(D1BC0=C80;4C3R27E8A38=B>548B=>275A48
E>=0;;4< (48= D=3>16;4827)#(3 =827CB>27!,2
=827CB827C=827CB48;3>27(D194:C,2 =827CB
F48;=8276$194:CF48;=8276<6464=BCR=3;8274=
(48=B484=314A 4B:0== 8=384B44ABCA0:C8>=827C
1;4814=4B8B87<6;4827B0<0CUA;8B27B4;1B;2
CF0BD=334<=0270;B$194:CD F>;;4= 14A 34A
*=C4AB2784)%2%$194:CF4A34=B=34< F0B0D27
34A(?8=>I8B274(D1BC0=E>A0DB6430274C34=
<DP 8B8384B4A0P;4CIC4A<4BC6R=I;8274<4A;DBC
B48=4B4;1BC;B>60=I D=3>7=4'U2:70;CU14A647C
8=30B$194:CD=3=DA0;B2/,#(%20;B$194:C=>270=64CA>554=
F8A394=4B(D194:C014A=8270;8=34B
B>=34AE=84;<47A.%.$,)#(%24;1BCB4CI8B=3 7
30B8<$194:C ,4A34=8270D57TA0D194:CD B48=
D=4=3;8274B> =8276=34<1;>P.%'!3)5%.(8==
30P4B=DA=8274=3;8278B<34A60A=8274=3;827
F4A34=T==C4B>=34A8=34<?>B8C8E$!= 4BB827
E4A4=3;8274B827D 4CF0B30274= :0== 014A0DB
9434A=3;827:48C846A48278434A0;B(D194:C74A
E>ACA8C61 30P4B3DA279434B=3;827 $1
94:C ,4A34=B827=DA=8434A8=48=4T74A4%>C4=34A
(D194:C8E84AR741C
14A 414=30AD<F48;384BB48=40CDA8BC=84
1;>P$194:CB48=D :T==4= B>=34A8<<4AD=3=>C
F4=386D6;4827(D194:CD B48=B>8BC3844F4
6D=648=<0;0=6450=64>34A87A4=50=6 64B4CIC
8BB3848=4>CF4=386>ACB27A48C4=34
4A =50=6 8B<0CUA;8207B4ABC34827D 4CF0B
"0274= 30B4ABC$194:C8E ,4A34=34==<8C384B4<

F0A8=5>;64A.%.$,)#(+%)34B(D194:CB=027
F4;274A9434<$194:C8E ,4A34D=<8CC4;1DA48=4
7T74A4%>C4=34A4"*%+3)5)3;>;6C0DB384B4<
AD=340;B>F0A<8C34< 4ABC8$194:C8E ,4A343A
AD=30;;4A5>;64=34(C4864ADD6330<8C34A4
F46D=6B4;1B64;46C0B ,827C86B6B8B074A384
A:;RAD=6384B4B50=6B384B4BABC4=F0B B48=
84BFDA34=D=0D5>;64=34;48B4'%$!#(3 0B
(D194:C>278=B48=4A48=4(D1BC0=C80;8C4A;C4=C;827:48C
E>A0;;4< :CDB'%$!#(3 8BC84
B27>=14<4A:CF0A=827C827C8B14A,2 =827CB384
B4B,2 3AU2:C<<4A4CF0B14A30B,4B4= 8=ID
:><<4=34B0DB=314I8476827<=0270D30B64
64=BCR=3;827D4B30B14A30B,4B4= 78=0DB6474=34
(48= F4==0;B>64B06F8A330B(D194:C>34A27 8=
B48=4A48=4(D1BC0=C80;8C4A;C =827CB>3AU2:C
384B=827CB=34A40DB0;B384#460C8>0;;4B6464=
BCR=3;827(48=B 06464= F4==F8A=D=ID4ABE>=
87<B064=4B8BC,2 CF0B B>F8A3414=30<80DB
643AU2:C0P384B4BCF0BB48=B %). 48=:I4BB>
A8B274B=ID64:><<4=4B -D64I>64=4B8=64F8B
B4< 4CA027-O5R;;8648BBC0B !,2 14I4827=4C84A
48=4=I847D=6 48=4CCA0:C8>48=0=64I>64=4B
(48= -DA A;RDC4AD=E6816F64F8BB4>A0;8B274
D=30=34A4864=B2705C384<0= 64A034DA(!3 8=
F8454A<0= B84)#(3 70C>34AF84384340CB27(4A0
274CA455;8274BDB3AU28=F8454A<0= B827384
B4;14=8270=I847C F07A4=<DC8B64A034DA
<T6;8278<#827CF8BB47=A4B4;1BC06464=48=4
%4AB>384D<87A4=<DCF48PB84B827=I847C3>
6;4827D57TA0=<DC86B48=D=3F4==B84,2 0=
<DC8B8827641RA34E84;<473A0B464=C48;8A3
14=B>8B4C3<8C34A*=1450=64=7480CB D=1450=
64=4(48=8BC14A0;;DA30BF0BB827B4;1B<827C
F48PB>F84BB827B4;1BC464=BC0=F8A38B4CB
0D27B27>=48=1450=64=4B4=34=)%384B41<4A:D=64=0D530B
+>A;8464=34= B>8B30B(D1
94:C8=B48=4A48=4,4B4=C;827:48C =827CB48=4
ET;;864;>P7480;;4A864=B2705C44B8B0B3B94CIC

=DAB B4;1BD=3B>F48C48=4ET;;864A48748EC>=
0;;4< (48=D=36464=0;;4B(48= 014A4B8B87<D=
E4A<483;82B7827B827B4;1BC=IDI8474=34===DA
$!94 8B4CB(D194:C30P4BB827B4;1B$194:CF4A34
30E>A0DB64B4F8AC30P=827C48%187<B4830B
87<$194:CF4A34=T==4 8=34<4BB827014AB827
B4;1BC=I847C3B4CB=827C47A0;B.)#(32 B>=34A=
!,2 CF0B 8=384B4(A;1BC0=I847D<627C4BB827
ID 4CF0B=34A(4;1BC0=I847D<6;B>;8463<4A*A
B?AD=34BCF0B (48=B34A34B>194:C8E43<4B64
64=BCR=3;827(48=BU14A70D?1C4A !,2 30BF0B4B
BC:0== B827?0B(D194:C=847017054F4A34=34==
414=8< B827 =I84746)1$4B48=0=34A4B84BBBC
34AAD=3 ,834AB?AD2F8AT==4=B064=30B*=
6;U2:8=0;;4< (48= 34==4=CF434,A3 4BB827B>
8B4CB0;B=827CB34A4BI847CB827B4;1BC= B>8B4CB
48=0=34A4DB=3B827B4;1B*C=6;48274B=827C47A
30B<8C34< (48=F84IDE>A*=1450=64=4B>=34A=
30BB827?8C34< (48=1450=647=0C 4BB4;1B4C<?
58=343C84B4(48=0;B48=ID64I>64=4B=334<=027
ID5R;;8648<4A:4=)%784A30P34<64<RP34A
4ABC=450=6 0DB3AU2:;82,B48=D5R;;8648B43027C
F8A3 0B 4ABC%)%.$%384B4BA8<D<G8BC4=B84
8274B64=0==7014 8BC,B>ID6;4827?30B4ABC=D5R;;864=AID50;;
84B460=I4 >=BCAD:C85R=6C
0;B><8C34A=CBC47D34B4ABC4=D5R;;864=B827
B4;1B*C=6;48274= B845R=6<8C48=4A22/.!.9 0=
D=3-4: F>7; B>0=50=64=4== IDE>A E>A34AD
I847D=634B(48=B8=B48=4!*. D=35/1 B827(48=
F0A30B(D194:CD27D=4=3;8270148=F8454AB384
=3;827:48C>27E>AB8270CC414A414=30AD<8BC
4B3>AC>27=827C,2 D=4=3;8264B4CID< B827?;B
D=4=3;827D B4CI4=<DP4BE>=384B4'A6;827:48C
0D2730B=3;8274ID B48=B8276A48=87601 4=0;B>
384=3;827:48C4;1B*C8A387<ID< "8CC4B827,2
D=4=3;8273 7 0;B A48748EC>< (48= 34==48=0=34
A4A46A8558A3<8C34< ,>ACD=4=3;8277A4=827C
E4A1D=34B827,2 D=4=3;827D B4CI4#DA3DA27
F8A:;8274=464=B0C!>==C4B8=B48=F07A4B4B4=

4A7T7F4A34=:>==C4BB827,2 *=4=3;8274B AA48
274=
27F8;;30B;4CIC=4>278=48=40=34A4=>1F>7;
ET;;86R@D8E0;4=;C=43D=6 4A:;RA4=
0B (D194:C30B4AB1C%).%2B827B4;1B=C3276C4
64=FRAC86(2B194:C8BC8=34<4BB827(!"%. F8;;
B827B4;1B$C194:CF8A38B4CB<8C48=4AD5R;;86:48C
14705C4=D5R;;86:48BC464=B0C34B,4B4=B
14A $!$41#(8B4CB0;B %2%.=8270D5ID7414=
34==4B8B=8270C,>P,4B4= U14A70D7B>=34A4=.
%.$,)#(%1%)2% 4=4-D5R;;86:48F8A387<0;B>=DA
=;0P). B48;=4B4= IDAU2:CA4C48270464=94=4BD5R;;86:42
,4B4= ID B4CI4=30B4BIDE>A=827F0A
= D=3E>AB827F0A4B,4B4= A48748B><(48=
014A=8270C,2 ,4B4= 34==4B70CC94=4=30P827B>
B064E4A7R=6=8BE>;C4=34BB827B4;1BC =I8474=B
=>27E>AB8274BBC0=3>270=94=4<170=6 E>=
34< 4BB827B4;1B=C8270CDAU2:70;C40== 4== 4=C
F434A1;4814CBBC4741;4816)%4B8B0;B>A48=4B
(D194:C B>8B4%)!414= D=34BB4;1B8BC0,B
=827C2B34A4B6),, B827B4;1B0>F8A34B48=0=34A4B
B827B4;1B'=6;48274BBD88BB8<8;4 F8;;B827
IF0A0;BB>;274B014A3844414=8B4C-)33%,"!1D=
<T6;8278<,>;;4= B4;1B8C27>=F8A34B48=0=34A4B
D=34=CBC4B,8270144B4A6818C827304A48=48;87<
3>27=DAE4AB06BD=<8CC4;1B827;B,4B4= ID
B4CI4=94=4B=3;8274434A1450=64=(48= 30B0;
;48=D=<8CC4;1=C6;8274 BC4;BC827<B4;1BC
',%)#(=DA30A0;B+4A<8CC;DB=68=4B2 D=4=3;827
0;B,4B4= (48=B 8=B>54A0== 4B94=4B48=6/,,%.
>14B6;4827=8270B8BC=0B4B4864=C;827;; 84
B4B4=3;8274(48=E4A<8CC47,C B827=48=4A=F48C4=
(CD54=34A%>C4=D B4CI4=.4. !,2 ,4B4= 84B4B
8=34A=F48C4%>C4=64B4CIC,4B4= 8BC6!2 30B=D=
0=5R=6;8278BC=8C34< 48=I864*=C4AB27843P4B
>7=4B48=4864=4BDCD=6;4827,2 ,4B4= 64B4CIC
D=334<=02754BC64<0278C#4==4=F8A30B,4B4=
>34A=A48=(D194:C B>8B30B(D194:C5/1 0;;4<
:CDB=827C,2 0;B>8B4B0D27=827B> 30P4B=8270#(3

>34A B48=T==C4#D=014A<027C
4B B827B4;1B ID 8=34A(4;1BC0=I847D=F6> 4B48=
0=34A4B8A3 14A 384#>CF4=386:48B48=4A0CDA
8BC4.%.$,)#(%2D194:CD=4=3;8274B ID B48=3 7
=827B194:CB48=D :T==4= >7=4(D194:CD B48=B
:0== 0;B>=827C B48=>7=4D=>4>34<@D42CD;B
ID B48=827B>54A4B 8BCF>7; 014A8=48=40A=
34A=4BC0;B48=4;B4=B = 384B4B4CB=827C47A
1;>P4B B>=34A0=;B !,2 F48;94CI8B4'T6
;827:48C=827C ID B48=B27>=0DB64B27;>B8B4C
0B 0;B 64B4CIC48BC014A=827C47A30B48=50274
B>=34A= 30B)23 =827C8BD=3=8278BCB>=
34A=4=CB27843B4C 30B 8BC8B30B<8CB827
B4;1B8D?;8I84AC4B=34AR;C4A!4=68: FDA384B4
AC34B(4CI4=BF> =827B8<?;828CB4A=34A=2
64B4CIF8A3384A43D?;8:0C8=B4A43D?;820C8>
64=0==C0;B>30B0;B 64B4CIC48B<827C47A48=
50274B>=34A3D?;8I84AC4B30BF8A=02734<34A
46A854A:;RA8CB34AUAI4 F464=F>7; =4==4=
:T==4= D=3F8A7RCC4;B>=D=0D534A48=4=48C4
30B 64F>A34=8B0D534A0=34A8< 464=B0CID=3
8=34A(?0==D=6)3 384B4< 014A414=30AD<1D
6;4827B=34AA7T7D=6$41#(384B4B 30B8=B827
B4;1B4A7T7C4 34==30B748P30B0;BB>;274B4
B4CIC4
D5 384B;48B4 FRA4=F8A0;B>0DB34A8=748C
74A0DDB=318BDA-F48748G4;0=6C<8CF4;274A=D= F84(84 ID<
E>A0DB46A4854=34AAD=348=4B4A=4
A4=>CF4=3864>ACB27A8C2CB=64;468BC>27
47 827ID 384B4<5>AC647401482 7=>274AB3B4=R
74A4D=314BC8<<C4A34DCD=94=4B464=B0CI4B
0D5IDI4864=
= 34< =D=!,2 64B4CIC4=8=34< 70CB827
30B ID< T74A4=2%).%21%,"23=F8454AB 8BC
4A7>14#>CF4=38D=38<<4A014A8B30B T74A4
ID6;4827B0B46A4854=34=3 A:4==4=34B#8434
A4=F0BD=<8CC4;1DA27B>48=IDB474BC0B 01
B>;DC(4D194:C30B!,2 =827C8BC<027CB827D
36!2 ID 48=4<641D=34=41=4B27AR=:C4450=64

=4=(48= 14A 4B8B30B4.%.$,)#(% 3 7 30B=84D=3
8==827CDB=C4A647:7==4=34(D194:CD=334<ID
5>;648=34<4B%36!2B8C8B4C30D27D=<8CC4;1F84
34A30BU14AB827B4;1B<8=0DB6474=34;B>30BB827
B4;1BC384B4<CF0B B48=46A4854=34A:4==4=34
;B 30B%36!2B484=34B4C30B%!,% 0;B30B4
6A4854=34BB4;143=0B$%!,%784ACA4C4;B>ID4ABC
0D27$)%2%46A8554B4B'40;4= D=334B340;4= 8=
D=B4A4CA027CD48=,4== =D=014A384B44
B27827C34BB827B4;1B<C4CI4=34B827B4;1B<C=0;;4=
4BC8<<D=64B48=4(B8=B4AI4D64=34(D194:CB
48=4F07A448=4F8A:;82744B27827C34BC><DPB827
384B44BABC36!2 B48=34B(D194:CB>F8430B87<
=C6464=64B4CF<4A8=4B0;B(D194:C3BC94=4B
'40;4 D=3384B4B340;4 384B4148434=4ABC4%>C4=I43=4B
(4;1BCB4CI4=34A(4;1BCE4AF8A:;827D=<6B
B4=B827B=34A,8A:;827:48C=027F48B40BB4>34A
48=4=4=CB?A4274=34B3AD28=34A,8A:;827:48C
7014= ;B 94=44BABC14A70D?36!2 B48=34B
IDE>A5A484D=30;B=827CB484=34(D194:CB0;B30B
<8CB827B4;1B0CB>1450=64=>434AE4A50=64(41
94:C0;B384B44BABCF4DA34884!3%1)%4A:;RA'C47A
F8A3=R<;827E>A4A8B<C46A8554A"0C4A84827664
30270C0;B30BU14A70D4CCF0B30B=827C<47A=827CB
3 7 30B=827C<47A5A4(8484=34)%2%0C4A884
=DA30B4ABC04F0BB48B=4;1B8C8BC0;;4A38=6B827C
$)%'0C4A884F8A94CIE>AD=BB474=3846 45>A<C4
D=3<0==8650267418;34C04;B>=0<4=C;820D27=827C
384B27>=:TA?4A;8274C4A84F0BF8A0;B =50=6
D=34ABC%4>C4=0;B30B#R27BC04< #827CB14I4827
=4= 8BE84;<47AB4;1B38=4'0C4A884B4'AC4A84
34AB27>=645>A<C4=R<;827D=3D=BB8==;8274A:4==
10A4=<8CB8==;82748=64=B2705C04=B64BC0CC4C4=
"0C4A887A(C>55B7A4AD=3;0643 4==*%.%0C4A84
384=DA30B4ABC04F0B B48=14A70D48BC8A3F84
F8A10;3B474=F4A34=D=<8CC4;1DA 464=BC0=3
48=4B%A>I4BB4BF4;274< B84E4AF0=34D=3IDA
AD=3;0644 8=4BT74A4(48=B64<027CF8A3D=3=DA
8=34<B84$!94 F8A3=8<<CB8494=4B8==;8274A:4==

10A4=864=B2705C4= 84B4<4ABC4=0;4= =D=
384B4<4ABC4=F0B B48=C473B340;44=C6464=
30B8=B>54A0B#827CB=R<;827=30B=827CF0B 8BC 014=48;4B
30B34< F0B4=C6464=64B4C3B40;B
B>;274B4B4CIC4=827CB34AA48=;4B4= 8BC8=B>54A=
8B4CB3>27414=30AD<B4;1BC#(F0B F8AF4A34=
B064=>34AE84;<47A8=34A4ABC4=F82:;D=6384B4A
%78;>B>?7B4A3464B06C384B4CB2/,#(%264B4CIC4
A48=;4B4= 30B6464=384'0C4A84;B.)#(328BC
B483B0B)#(3 0B !827C3BC6464=384'0C4A84;B
=827CB=33>27=827C=827C3B0BB4;14F0B8=34A'0
C4A84;B4CF0B3BC3B8=34< !827C0;B=827CB=38=
B>54A0;;4A38=6B27;B4CF0B514A;B48=0=34A4B
 F0B 0;B30BA48=)$%!,%64B4CIC0B !827C3BC554=
10A=827C0C4A84F>ID 5AU74A4?>C74B44B74A01
64B4CI7C14=,4== B4;1B10C4A84F84:T==C44B
 TA?4A6414=3843 0B!827C8=0;;4=)#(34.'%. =827C
1;>P B>=34A8=9434< 4.+3 87A4(A1BC0=64A03;8
=863DA273A8=6C;C4 <0= 384B3DA27%>A4>34A
E>="0C4A8;44A4F8B274=ARD<4A:;RA4B><UPC4
34A3DA27B827CB64AE>=9434<%D=:B48=4A
$14A5;R274DB64A03;8=86DA271>7A43=34==8=
9434<%D=:B48=4$14A5;R274B4CA3DA27B827C86
0;B>4A<UPC48=9434<%D=:0%>ADB=33074A=827CB
0;B%>ADB48= 14= 94CK3B0D27384 14>1027C4=34
%7HB84=486C4B84<<0C4A80;8C4B827CB;B
B48="0C4A80;8CDR1470D?C4<4:0==C;827F8A3384
*=3D;0C8>=BC74E>A864I>64=027F4;274A30B
!827C=DA48=:I834=I 8=B>54A4A48;82=827C0C4A84
8B0C14A30B:I834=I 48=4"0C4A84F0B0;B H?>C74B4UA34=
 0;:U; 64F8BBA4;4827C4AD=64=
64FR7AD=3414==DA3>F480D;RBB86F840D27
384C><4 34A4=4F827C384(CT278><4CA3>4601A4
BC8<<C1B846;4827=8448=4=384B4AC><4 64B474=
70CO1A864=7B4B4CF0B3DA270D,834ABCA414=34B
384%7R=><4=40B1827CB=34=4=64A0338464A03
;8=8644F46D=630B><8=84A4=34D=C4A84+>A
BC4;;D=46=4B=3D;84A4=34=38D<BID BD1BD<84
A4= 84 #0CDA?78;>B>?4A4;RA30B1827C=8276UA

8<<0C4A84;=$%-(8== 30P4B1;>P :I834=I B>=
34A=4B8B;7A0D274"23!.9 014A8<<0C4A84;;484
(?8=>I00DB64347=D=33=:4=34(D1BC0=I 0B
!827C3B0C;B>B4;1B=<827C0C4A84014A4B8B;< 340
;4=414=30BF0B3844'0C4A84<'40;4= 8BC34==4B
4A5U;;3D4='0D< 0D52%).%3 7 0D53340;;448B4 64
A034B=027O;;4= 8<4=B8>=4=F8487=384'0C4A84
4A5U;;30B827C3B0C;B>34A46A855A4A"0C4A84
=8274CCF0==4A;827;34A1;>PBD194:C8E=34A4B
8B;34AB4;1B=<194:C8E4B4CIC46A855A4A"0C4A84
48=44BC8<<D=6148;34A827480=4=D64=1;82:E4A
F48;480=34<B84=4A0=;0BBD6861C480=4=F4B4=C;8
274= >ACB27A3B24B4A78;>B>?78=414ID60D5827
C4D=3=>27F48C4DAU28=B827C1D B4CI4=
4B20AC4D=3B48#0275>;64(A8=>I070CC430B
4=:4= E>=34ADB347=D=6D=334< DB64347=C4=
A480DB64B27;>BB4=4A I 30B827C3B0C 34A
0DB64347=C4=C >554=1048==0;>6>= 34B48BC4B>34=4B
4=:4=B D=3F4==F8A384B4D=14BC8<<C4=
46A8554B=4B=0;>6>= 0D548=4=14BC8<<C4=46A855
A43DI84A4B=8B30B827C60A=827C3=34A4B;B34A
48BC>34A30B4=:4= B4;1B=<DA0D548=4C8454A4=
(CD54=34A%>C4=I0=I 0D5384B4;1,48B4 70CC4
827C434= 464=B0CE>= 27 D=3#827C 27F0A
7RCC4AB48=4A86=4=47A4ID5>;6430P=DA30B27
F07A705C4G8BC84A0K27 0D270;B384(D1BC0=I34A
0;B30B;4CIC,4B4= 34A#0CDAA:4==4=4A7RCCE4>=
34A#0CDA470D?C4=UBB4=30P0D27B84F07A705C
=DA4G8BC84A#8454A8=8==4A;827;34A87A4<
,4B4= =027 27 (D194:C $1941B48A 7RCC384B
1470D?C4=UBB4=F4==4A87A=827C,%'40;8CRC
0DP4D=B4A=>ABC4;;D=6D=64B?A>274=RCC;B>
0D27827C40==C4)#(32(D194:C8E4B=DA8=34<
-%.2#(,)#(%. 27>34A48BCFR7A4=30= I E>=
34< !827C3B064=0== 4B48=(D194:C8E4B14A48=
8=384#0CDA4;1B4CIC4B0BF>A8=384!341
6464=B827B4;1B4D194:C8E4A(D194:C3BCF>A0DB
34==0D275>;6C30P384#0CDA8274CF0B;/: $1
94:C8E4B;/:%2 #827C 27B48 4== 30B27 8BC

6;4827B0=30B27>34A30B4ABC(D194:C8E34A
#0CDA30B4ABC(D194:C8E4:%1D=B#8A64=3F>
8=:48=4A(?7RA4BB4C8=1;>P(D194:C8E4B4A48=
1;>P$194:C8E4B>=34A8=<<4A48=48=7480C4834A
0B !827C647TA5UA8270;;4A38=6B34A)1 >1
94:C8E4;C ID34A4;C 3845UA)#(34A14A480B548=4T74A4
(CD54A7>148=B0;B$194:C8E827
5%1(;,3 384014A8=B827B4;1BC0D2748=(D194:C8E4B
70C#DA6464=48=>277T74A4B40;4B 6464=
30B<4=B27;827,4BB4=0;B>U14A70D=?DA4;0C8E
14I847D=6BF48B47TA3C0B827CDAA44;;4;4;C
5UA8827 14CA0270C4A>34A0D27<8C34A"0C4A84
E4A6;8274=B4C8=2%).%1AC>34A%>C4=414=B>
F>7; 48=340;4B0;B30B<4=B27;8274=:4= 8=2%)
.%1%>C4=48=340;4B3BC
DB34=18B74A864=BC8<<D=647=0CB827=D=
0;B>4A6414=30P3844ABC'1><4=C434B0D=4=3;8
274=B827B4;1BC (4C>4=4A308=384B4<30B%"%.
34B(D194:CB4BC473=0P3844ABC'1><4=C4384B4B
%"%.2'><4=C434A!341 B8=384A0DB>;60;B>
30P384B%78;>B>?78=4C87A44ABC(427A8CC4=34A
#0CDA8B>C34AE>=34A#0CDA0=5R=6C=0CUA;8=827C
D< 8=87AD 1;4814=B>=34AD>< 8=34A>;64 3DA27
8<<4A5>ACB27A48(C4384ADB64D U14ACA4554=
U14A8478=0DBID:><<4E=3ID< 48BC8=384448
64=C;827548BC8;4C B827D 4A7414=84B4%78;>
B>?784>==C40;B>8=87A4<=50=6 #0CDA?78;>B>?784
748P4=014A384#0CDA?78;>B>?7084=DA34A4ABC4
)48;>34A384AD=3;064B40=I4= 84 #0CDA0A
B4;1B=CDA384%).%(48C434B*=8E4ABD<B34A34A01
B>;DC4>=C0;8CB=E4;274A4ABC3CDB01B>;DC(D194:C
60=IE4AF8A:;827BC384A4;0C8B40;44;C 84
,4;C 34B48BC4B0A3841.$%1%(48C484 %78;>B>?784PC48=384
)8454=34A#0CDA78=01BC48
64= =DA< B827E>=3>AC0DBD 34= T74= 34B48
BC4B 4A7414=84 0=34A(48C434B(HBC4<B0A
0;B>384%78;>B>?784B48BC4B4== <0= 3074A
30B60=I4(HBC4<#0CDA?78;>B>?784=C4B>F0A
384B48=434=><8=0C6?>C8>A34A4864=C;827A8>

A80;B48=44=4==D=6E>=34< F0B8=34< (HBC4<
30B+>A0DB6474=3430BABC4014A8=B>54E=34;<47A
30B*=C4A64>A3=4CA B F0A8< AD=34B27F4A
384B4(HBC4<48=4#0<4= ID 58=34+F48;4B414=
3844464=BRCI4;;4A5AU74A(4+BC4<)1. 2)#(0D564
7>14=4=C7848=34A)0CF0A4BF434A'0C4A80;8B<DB
=>27(?8A8CD0;8BHD=B4==4=F434A40;8B<DB
=>27 340;8B<DB0= 7RCC4B40; 340;8B<DB=4=
=4=:T==4= 8=F8454A8=87<34A340;8B<DB4;1BC
48=4+40;8B<DB3DA0B8B70CC4=30DB48=4<40
;8B<DB4=CF82:4;CDA34#DA48=<0;8=34A+>AA434
0;B>8=34< 4G>C4A8B2748=<48=4A4ABC40=ABC4;
;D=6384B4(BHBC4<B70CC4274B30B01B>;DC34=C8
CRCBBHBC4<8==C< 414=0=ID34DC43=0P784A
:48=48=B48C84=4B =>2748=48=B48C84=B;4B
1470D?C4CA34B>=34A8=34< F0B<0= E>= 827C4
74A30B340;4 D=38=34< F0B<0= 30B340;4ID
=4==4=64F>7=C0A =DA8= ;4CIC4(B194:C643027C
F4A34 ;;48= 0D27384B4=4==D=6FDA34U14;64
34DC4C=3E>=34=4=F4;274=848=30B==4A434B
(HBC4<B8=3A0=641=4=DCIC< 30A0DB B27;84P4= >34A<
D=D=C4AA827)48C34B%D1;8:D<6;0D
14=ID <0274= 4BF4A34=8=384B4(HBC4<,,%*=
C4AB27843C4=C;827434A=C4AB27843="0C4A84
D=3 48BCE>= DC4<D=3 TB4< B4;1BE>=,07A
7480=3 AACD34D5647>14=027384B4(HBC4<B48
8< 64<48=4+8==0;;4B48=B27 B4CI4=D=U1A864=B
3840ABC4;;D=34BB4;145>AC
,8A 7RCC4=B>=D=3841F48 4ABC4%>C4=I43384
"0C4A84=D534A48=4+48C4;B DB3AD234B4ABC4=
=>27<8C>34AE>=B827B4;1B4=50=64=B48=34B
IDE>A,0DC4AD=35A484(D194:CB=330B1827C;B
DB3AD234B1,2 5A4B=3D=1450=64=B4CIC4(D=1
94:CBF0B014A414=30AD<827C47A30B!.9% >34A
30B01B>;DC4(D194:CB48=0== 414=F48;4B30B
B27>+,2 2/,#(%264B4CIC4B4== 30B01B>;DC4
(D194:CB=E>271%).D=4=3;827;B>0D27=>27=827C
!,2 B>;274B4B4CIC4 8B=D=ID I4864=F84E>=384
B4<%D=:CDB384=CF82:;D=6F48C45>AC64B27A8CC4=

84A:><<C 30==ID4AB3C0B4864=C;827A8=I82B
>ACB27A48C34B84%3(/$%IDA(?A0274F4;274
0D534A+>A0DBB4CIDAE67C40P8<<4A30BF0B0D5
48=4E>A74A6474=3CD54>27BD194:C84B4C8C
8=48=4A>;64=34B4;1BC194:C8E4A34 ID< $1
94:C78=IDCA4C4"*%+3)54A34=30<8C0D5384B4 8B4 ID;4CIC30B
E>;;:><<4=BC4$194:C4=CBC474743;8270A30B;4CI
C40;;48=BC474=1;4814(D194:C30B=827C47A$1
94:C8E4A34=+>..%.$%F48;0;;4 >A<4=30B8=3 0;B>F8A:;827
30B7T27BC4;BB>;2748B4B4CIC(D194:C
2%)34==F0B8< !4& 34A=CF82:;D=6;B(D194:C
4AB2748=BC;4827B0<DA5UA48=4"><4=C (D1
94:C014A8=48=4<5>;64=34"><4=C B27>=58=34=
F8A4B0;B<8C1D< $194:C647TA86B4;1BC8434A=1
94:C8E64B4CIC0B (D194:C70C384=>CF4=386)4=
34=I ID< $194:C8E43384B%12#(>0B&827
(84B474=E>=B4;1BC30P384B"4C7>34=8270C8=4
1;>PRDP4A;827=7DAE>=0DP4=0D5384464=BCR=34
0=64F4=34C40PB848=4==4A8<<0=4=C434<
464=BC0=B4;1BC=F>7=4=34=0A #827C30B?78;>
B>?784A4=(34194:C34A464=BC0=B4;1BC30B01
B>;DC(D194:C14F46C48827=02748=4<)(- 8=F>7
=4=34=4B4CI F4;274< ID5>;6430BF0B0D548=4A
5AU74A(4=D54(D194:C8=48=4EA>;64=34=D< $194:C
F8A3(> BC47=C=0D27 8< 6464=FRAC864<4=C
=>27 30B827C3 7 30BA4;0C8=E40;434A#0CDA34A
"0C4A840;B 4"*%+334< "*%+3 4=C6464=14A 384
B4B340;4<DP=D=0D27B4;1BC0 34< $194:C78=ID
CA4C4/"*%+3)54A34=30<8C0D5384B4AC30B
60=I4 30BE>;;:><<4=4 $194:C4=CBC474384B4<
4ABC43=40;4=8BB27>=F8434A48=7T74A4B48C4D
AU2:;8464=34B4A1>A643=0B=8270C74A74AE>ACA8CC
D=3D=C4AB2748=B4A30;B94=4B4;1BAC40;64F>A
34=8BCB :0== 014A=8270C40;>34A>194:C8=E4A34=
>7=4414=30<8C0=34< (48=34A'0C4A8C48;ID=47
<4= 38434=60=I4='0D< 34B$194:C8E464=><<4= 3 7 =827C
>7=4384'0C4A847A4=B8B74A8
64=(4;1BCB48=B14A0D14=827C7=448=1)33%2
74AE>AID1A8=64>=F4;274<"0C4A8D=3!827C

F8AF>;;4=384B4(D194:C =4==4= B 8B30B(D1
94:C>34A34A48BC34A>A60=8B27#0CDA34A48BC
34B!414=B F4;274A=D=<8C94=4%>C4=I4<8C
!827CD=3"0C4A840;B34=B48=864F8A:C0148
:><<C 0;B>384"0C4A84827C<47A0;B(D1BC0=8=
4CA0278=34A)0C8BC4A$A60=8B<DB827CDA27
384<0C4A84;(D1BC0=384 14BCR=3F827B4;C>=
34A=DA3DA27384 AC>34A>A< B48=4<0C4A84;;4=
(48=B 8B4CA$A60=8B<DB0B !414= 7R=60C=34A
>A< 34A(D1BC0=>34A5UA30B!414= 8BC384>A<
30B,4B4=C;8276 4F>A34=84)RC86:48CB$A60
=8B<DB0C3074A0D27=827CD=<8CC4;384A70;CD=6B48=4A
(D1BC0=ID< -F42: B>=34A=384A70;CD=6
34A(D1BC0=8=384B4>AA< 8=F4;274A384 14=
>A< 34AG8BC4=34A7T74A4%>C4=I 8BC
4A $A60=8B<DB70C414=30E>=B48=4#0<4=
30P F0BIDE>AD< B48=4B4;1BC8;;4=ID B48=B2784=
8=87<=DA=>27 %1+9%4' 0;B$A60=48=4BT74A4=
8BC= 34< 5AU74A"4=<4=C =>278< 3H=0<8B274=
%A>I4P1470D?C384"0C4A8847A(4;1BCB48D=3
=8<<C94=4)RC86:48CB5>A384F8A0;B"06=4C8B
<DB ;4:CA8I8CDR=3 74<8B<DB14I4827=4C014=
=DA0;B :I834=I4= 8=B827D5 8= D=>A60=8B274A
TA?4A0== 8=4;4:CA8B274DBC0=B48=34A=827C
B48=>7=4#027C48;5UA87=B4;1BC06464=B8=384
)RC86:48CB5>A34A>A60=8B27"0C4A8847A6%2%.3
,)#(48="DB:4; I >7=4 >=CA0:C8>=D=3 G?0=
B8>=BE4A<T64=34A>7=4 AA8C018;84C3R27CFRA4
4864=C;827D27.48="DB:4; <47A
,4== =D=014A30B40;4 0;B2/,#(%2=DA8=34A
(?0==D=6 6464=30B 340;430 8BC>4G8BC84A030
14834 8=48=4AT74A4%>C4=D=C4A64>A384C
F434A<47A30B48=4=>2730B0=34A0;B2/,#(%2 B>=
34A=DA30B A8CC8=34< B8448=B8=3ID 34< B84
14834B827;4827B0E4ABCR=3786C=D=35UA30B4B
414=:48=4=0=34A#0<4= <47A6810;B34=34B!4
14=3864=
14A 384B*=C4A>A3=D:06== !4#(=DA3CD54=F48
B4 0;B>3DA2748=4%A>I4PAA482F4CA34= 4== =>278<<4ABD27C

384'0C4A8847A(4;1BCR=386:4BC
1470D?C4F=84I 8=94=4+D=>A60=8B2748=RCI4=
34A(270;C84A384387A417R=686:48E>=34< !414=
=DA3DA2738487=4=RDP4A;8207564 3AU2:C4< 14
DA:D=34=8==4A;8207 4AD=14;418B8=330B*=>A60=8
B2743 7 38448=(4;1BCB4805 54:C84A4"3C4A848BC
784A827>=8=34= 84=BC34B$A60=8B<D84CA4C4=
014A>7=487<ET;;86D=C4AF>A5B4=B48=0B =>
274=BHBC34A7T74A4)84A48B4C14=384B4ED=
=0278==4=DAU2:643AR=6C=8=34=8==4A414
14=B?A>I4=8C0D564=><<4=4=>A60=8B2734 0B148
34=)84A4=8434A8$A3=D=634=">;;DB:4= =>27
RDP4A;8207=30;B(270;4D=3 47RDB4AB2748=C
0B)84A0D2734A7T74A4=0BB44=C7R8C=34A%1
2#()%$%.(%B38=4$A60=4=>27384=34DCD=64=
>34A4<8=8BI4=I4=34A(CD54=U14A4;27434A%
2!-3%>A60=8B274CDA?A>I4=?>A64BC8468C
;(1%.$ 34B%A>I4BB43DA2734=384>A60=8B274
#0CDB4;1B4C=BC47E4A7RB8294=4BT74A4 30B
F8A3DA27 14I4827=4C014==>278<<4AID<)48;
24"*%+3)534===>278B4B=8276 0=I E4AF8A:;827C
84 (CD54=3DA27F4;2744B18BD B48=4=E>;::><
<4=4=$194:C8EF4A378=3DA2764B78=3DA2384
E4AB2784345A60=8B0C8>1=14827=4C84A
FDA348=34AE>;;BCR=3864=F82:;D=634B(HBC4<B
34A*=C4AB2784348%5;0=I4=D=334B)84AA4824BTA
C4A5A=4ADA34784A384(CD54=5>;64AC84A8B2760=8B0C8>=4=
B4;1B4CA:;RAC34A:0== 827U14A0;;
34=1;>P4=AD=3A864414=8=38448=I4;=4*=C4ABD
27D=64=8=3841O7;A48274=4A<8CC;D=644;274
F8434A384O14A6R=624>=34A48=4=(CD543B4B>A60=8
B274=414=BID 34A0=34A418;34=:0== 827<827
()%1=8274C8=;0BB4=> 94=4B(HBC4<=827C47A
B4;1B4F42: 8BC3>=34A1;>P5UA34=64B27827C;8274=
4ATAC#9AC3
84B4!47A4 30P F0B0D548=45AU74A(4=D50;B
30B(484=34B8273OABC40;D548=45A>;64=34=D< A4
;0C8=827C (484=34=R<;8274=IDA1;>P4=34&%
0;B>ID< "8CC4;74A0164B4=E8A3384B!47A4 384

B>48=502D7=38=34A4.-)33%,"!1%#0CD9A434B>AC
B27A8C64C6BAU=34084BC6;4827F>7!;D4AB4C8=4
(0274 34A%78;>B>?7F80AD=3E>=384B40ADB64B?A>
274=FDA348B9C4CIC4A48C8=384#0CDA5>AB27604=6
3AD=64D=38< F48C4BC*<450=6 0=64F4=34C
0C =D=34A>A60=8B274A>I4B48=84; 4AA4827C
B>CA8C0C?794=4B8B74A(D194:C8E4B4;1BCF8434A
ID< $194:C78=IDB48=4827 B48=4AAB27054C=34C
D< F8434A48=47AT74A4%>C4=%;0CID <0274= B
4=CBC4794=CIC48=441201?.',)#(%.$A60=8B0C8>=4=
<47A =B>54A8B0CD2778BC>A838B74DBAB?AU=6;827
>A60=8B84A4$A60=8B0C8>74AE>A64AD54A8=
I8?ID 48=4A4A60=64=7484CF>A34= 0B %A8=I8?
34B>A60=8B2741414=B647TA0C;B>8=14ID6>34A8<
+4A7R;C=I8B34< 7T74A4%A8=I834&/,'%.$%.%4A8>B4;1BC
=>27IDA>194:C8E4;4C D=38B8C=B>
54A=464=BC0=B>60A34A4<?8A8B2740CDA5>A
B27D=64A "><4=C F> 94=4B)2 *%3927BC430B
=D=B4;1B0CD2760=I >194:C8E8A30;B>48=4<
=>277T74A4(D194:C8827D=C4A>A38BC3844
1DA34B'4=B274= <8CF4;274A384!341 0;BB>;274
E>;;4=348BD=348=4D4;4;C 48=4ET;;86=4D4
>;64 E>= =CF82:;D=641468==C4== 34A.&!.'
34A#0CDA0A414=94=4BABC36!2 (48= D=334A
60=I4#0CDA?A>I48=6DA0D5014AF8=3D=34BB4;
14=). B48=4A(A;1BCR=386:484A(D1BC0=C80;8CRC
68=6=DA3078=4BB4;1BF8434ADA1;>P4=G8BC4=I
5>A<48=4BT74A4=ID <0274= #02734< 0;B>384B4B
4ABC(48=E>=B48=4A50=64=748CA;TBD=3414=30
3DA2730P4B48=4< T74A4=B827D=C4A>A3=IDC34A
A48748F8434A641A027BC384B8< $A60=8B274=
B27>+D<)48; 8=34=5A48F8;;864F46D=64=34A
)84A4A;0=670CB>8BC4A#0CDA?A>I4;BB>;274A
644=38630B(D194:C8E30B94C4C8=CA870C=827C
<47AD=<8CC4;1084=>27384E>A74A6474=%>34=
C4=I4=<8C34< (48=ID CD=8=34<4B384B0;B48=54A
C864B>;;4=34C401164B27;>BB4E4B8270C384
7T74A4%>C4=384D=F8434A"%1384B4A;C 34B
(48=B827A7410C0CD 384B4ADA=>2748=4)$%!

,%. 4ID6 >34AB840== =DA=>27,8BB4=B48=4==
F0BB827646 4=30B64B0<C(48=F8434A0;B T74A4B
4B 46A4854=34E4A7R;C== =DA,8BB4=B48=,8A 7RCC4;=B>94CIC
30B(D194:C18BD $%- %D=:64
1A0276C> 4BA48=4B8BB4=8BC>34AF> 4B30B94=864
8BC34BB4=%). 414==DA=>278< ,8BB4=14BC4730B
F8A=827C47A=027F48B4T==4=0;B48=8=6 >34A
0;B"0C4A84()%1F0A384<<0C4A80;8C4RC44;4
>34A34BB4=F0B8=D=BD=<8CC4;1DA=>27,8BB4=
8BC14BB4DA=348=;4D27C4=4AARAC,B8=0;;4=5AU
74A4}74>A84=5UA=4;274=>270DP4A3438 4G8
BC4=384B4B=50274D=3 <<0C4A84;;4F84B84B
=0==C4B4;1B<1DA48=4D5R;;8674 0A FR7A4=B848=
94=4A>;64 0;B48=4/36%.$)'%48=;4D27C44C3<DP
8=384B4A;64 48=%D=:C><<4= F> 30B(D194:C
=827C47AIDA"0C4A874A01B8=FC> 4B.41 =>27
,8BB4=0;B>1%).%28BB4=3 7 A48=44A8BC8BC1=3
F> 4B0;;4BF0B4B0DP4A34B=34.-)33%,"!1B48=
:T==C414A48C4B%1B8270;B48=.$%1%2E>AB827
0;B48=5UA4BB4;1BC*%+3)5%72DC 4==>27 1;4814CB
IF0A=DA8=)$%!,%1014A3>278==>CF4=38644A84
7D=60D530BF0B4B=D=E>AB8270C34==4B8B1C%)
.%2,8BB4=414==DAF48;4B30B64B0<C(48=B27>=
!4:%1B8270C34==!. 2)#(8B4CB=8274C8=0=34A4B
B>=34A=30BB4;1(4D194:C30B8=B48=4<4ABC4D=3
D=<8CC4;10)A4="0C4A864F>A34=8=48=47T74
A4=%>C4=0;B!827C8=48=4A>277T74A40;B!4
14=B?A8=I8?AB2784T==C4<0= 0;B>384B4AU74A4=
"><4=C4 E>A87<78=F46=47<4=B>FUA34 30B(D1
94:C=DAF8434A414=300=50=64=T==4= F> 4B0=6450=647=0CC4
D=34BFUA34 0D5384B44A4BC8<<
C4={CD54ID 384B4A>C4=B48=4B4;1B0C14A<0;B4A
7>14=6)%$%0;BA48=4;8BB4=B48=4B8B0;BA48=4B
,8BB4=64B4C=8270=B827B>=34A=DAE4A<T64
384B4(ACD543 7 8=F8454ABE94=4'><4=C4 E>AB827
70C8=F8454ABE>=384B4=384B=87< 34< 01B>;DC
>34A0=B8271ACA027C40;B"T6;827:48C4F=0A4=
8=F8454ABB827E>=384B4B27>=64A48=8B84
!4:%1B8270;B>ID6;4827E>=B8270DB64B27;>BB4=

70C4B8B0;BA48=4;BBB4=8270=B827>=34A=DA
3DA2B48=%>C4=0;B 0;BF4;274B4B014AB827
B4;1B8=34=5AU74A%>C4=I4E>A0DBB4C14=
30AD<BC474B8==>CF4=3864B=3=8270D5ID7414=
34< 4ID6 ID 94=4=E>A0DB6460=64"><4=C4= 8=
4.-)33%,"!1%-4ID6 0144AD $%- 8=F4;274< 0;;48=
34A(27;DPD=330B=34 34BE>A74A6474=3(48=B
8B0;B>ID 34< "4=B274= 34==30B5>;64=34>
<4=C<DP8<<4A30BE>A74A6474=3(B48=D=<8C
C4;10A4B8B54BC70;C44B8B0;B>A48=4;BBB4=
30B1F0A0D5384604=I4#0CDA8271I847(348=4.
-)33%,"!1%4I847D=6014A=DAD< "4=B274=70C
D=38=B>54A4=B27;8274;BBB4=8BC84A<84=C
BC473(4==48=4=4D4>;64 E>="><4=C4= F4;274
=827D<78=:0==34A>;64 E>="><4=C4= 384F8A
14A486=B34A#0CDAA:0==7014=?0A0;;4D B48=
14A 34A*=C4AB2784B3C30P784A0;;4B=DA8< 340;4=
E>A647E0B3>A8< '40;4= 8BC84 4ABC(4D54F8A3)D277 84A
F8434A30B$194:C8E4
>34A=3;8274B48=384F48C430B0;B2/,#(%264B4CIC4
(D194:C>34A*=4=3;8274384 3A8CC4=748(4834A
014AF843>AC8=34A#0CDA30B340;4 D=330B340;4
"0C4A8D=3!827C14834B"*%+3)>534A1%!,8BC8>
F8A3)%18=34A=D=0=50=64=346=48BC86,4;C
'40;4B D=3 340;4B34A=C6464=B4CID=76=4A027C4C
14834B=DA48=340;4B 0B (D194:CF4;274BF8A0;B
U14A38460=I4#0CDAA7014=4B4BC8<<7(014=8BC
D=<8CC4;10AA48=4;BBB4=!,2 B>;274B=4=3;827
D=38=ET;;864A48748)C2/&%1BC474(3F8434A0=
34<B4;14=%D=:C8430B4ABC84B48=4A48=4=A48
7480=3*=4=3;827:486C4B4CIC(D194:C014A4BBC47C
8=D=<8CC4;10A4B47D=6ID 48=4<=3;8274=D=3
46A4=IC4=34< <4=B27;8274;4B4= D=38=34<4B
=827D<78=:0==IDAD=<8CC4;10A(4=4 34BB4;14=
ID F4A34=8B4(3B0D2764=TC86(=0;;4= 4BC8<<D=
64= +4A7R;C=8B3B=43 46A4=ID=64=34BB4;14(=48;
ID=47<4= D=30D5384B;48B4 8=34<4B8=0;;4 >A
<4= 34A=3;827:486(48=647(B827B4;1B8D E4A4=3;8
274= D=3>16;4824BB4;1B8<<4A83401;481(34=

=>27<8C34A8< 4184C4B4B(48=B>34A34B40;4=
74AAB274=3/4=CF4=386:48C340;B827D E4A
F82:4;= DB 384B4<4A7R;C=4D=34B8=B827D=
4=3;8274;=8BB4=BD=348=4B=3;8274=<8CF4;274<
4B8= 4ID6 BC47FDA34B0B60=I4(HBC4<34A=>C
F4=3864=>ABC4;;D=6B4=F84A46A8554=027F4;274< B827384
>194:C8E;4;C 34< <4=B27;8274=
4FDPCB48=4BC8<<C164;48C4B4864=C;8247
:4==4=34>34AC74>A4C8B4278434B<4=B27;8274=
4FDPCB48=BA3478A4=CF82:43;4A60=I4 F84
F>7; 14A827C86=C40;C34A0=C8B274=4A=D=5C:A8
C8:>34A6!2 8=$)%2%=170;C34A64B0<C4C74>A4C8
B274=%78;>B>?784A FDA3478A014A0;B =70;C
48=4B;>P4="><4=CB 8=30B4B0<CBHBC4D564
=><<4= 14A 8=34<=D=0D5384B;48B4 30B0=B827
5A482=4=3D=4=3;8274BB4=B8273= =3;8274=48=
18;34D=33DA2748=4D4B4A01B8=:48=384A40;4
,4;C B827<8C34A#>CF4=386:48C5R=6C=3=D=
B4;1B0;B=>CF4=3864B=3641D=34=4;BBB4=4A
B2748=B>F8A3414=303DA2734AAD=3ID 48=4A
=4D4=(C4864AD64;46C34==30BD=U14AF8=3;8274
(D194:CCA80C27DB384B4A1D=34=7486384B8<
"4=B274=0=64=><<4= =>27<0;B=B48;4B4= ID
AU21D=3F8A3B< 464=B0C1<8CB48=4A1D=34=748C
!,2 30B5A4840;BIF48C4%>C4=B48=4B4;1B0C=3
!4:%194=4A>CF4=386:48C;BB84B4;1B0474AA
B274=31470=34;=3D=3146A48546B4CIB4A4
64=B0C34A3DA2738460=I4 >;64 78=3DA2768446
7R;C784AB48=47=T27BC4DB3AD20;B 464=B0CE>=
#>CF4=386:48C=3 A48748C4 #>CF4=386:48BC
30BF><8C34A"4=B27 8=B48=4<A:4==4=ID CD=
70C34< 4A8=B48=4<A:4==4=D=C4AF>A8B=384
A48748C3A48748C34B0=34;=BD=334B)D=B 0;;4B0=34;= B4CIC
48=A:4==4=E>A0DB34A8< 0=34;=
<027C3827 34A"4=B27 B48=486=4BA:4==4=F8434A
>194:C8=E34A6464=BCR=3;B=27 34A7418C827?"%1
30BB4;14=F0B)- A:4==4=(D194:C=0A F8A3B<
0=34;= $194:C,4A:I4D6 $A60=D=3F4==4B
(.%. 5AU74=34A18B74=A827C;0A64F4B4=B48=B>;;

C4F8494=4B14ACA4C4E(D194:C8=E194:C>34A
94=4B4;1BC194:C8EF4A348=4B>414=>27(D1
94:C8E6=4B27474B>7014=)%784A48=60=I=074;84
64=34B48B?84; 8;3 34A<06=4C8B27!8=84
= 48=4A4D4=(C4864AD0;6B>F>3DA27!7<384=
B48=4<A:4==4=64B4CIC#4CF4=386:48C4;1BC84
34A>194:C8EB3145A4B827!0B(D194:C>=414=
384B4#>CF4=386:48C=34AB2748=C=0;B5A48F0A
=8276=B47D=634B A:4==4=B>34A8BB4=BF>7;
014A8= =B47D=634B 0=34;=B 14A 34A464=B0CI
8B8C0<8C=8270D5647>14B>=34A4=14=4AB64B4CIC
34A464=B0CIF8B274=A48748C=3#>CF4=386:48C
34A3DA27!<<4AF48C4DB64347=C4AIF486D=64=
F4;2748277844A8270ABC4;;40== 4=3;827!4=4
7>74 434DCD=6==8<<C3844A8=34A%2#()#(3%
70C8=34A=8270B=38E83DDB>=34A3846 0=I4
0CCD=760=34;C
84A0;B>F0A34A%D=:C4B(HBC4<BF> 4B8=384
(?7RA434B 0=34;=B 384?A0:C8B27%748;>B>?784
U14A68=F6> 34<=027384<>A0;8B27A48748C=4B
"4=B274= 34A464=B0CI4B DC4=D=3 TB4=D=3384434DCD=6
384B4B64=B0CI4BF> 30==8=B14B>=
34A40D2734A3!!3 0;B48=4F84F>7;D=C4A64>A3=4C4
+4A<8CC;D3=6AA48748C=3#>CF4=386:48C;B48=
AI4D6=8B4AIF8B274=14834=A8=64=344=B27748C
D=34=3;8273844%2#()#(3%84;1BC;B34A6A>P4%A>
I4P 8=34=3846 0=I4"4=B27748E4AF82:48;C0DA
(?A02740< *=3 B>FDA3484==384B4;1%78;>B>
?784F4;2740D548=45AU74A(=D54#0CDA?78;>B>
?784F0A784A%78;>B>?784A4B27827C4= 384B4A
I486C8827 30P48=4B27A0=:4=;>B4487487C3843DA27
:48=4 4B4CI<RP86:4C4U64;CRA4ID 48=4CA>BC
;>B4=D=3E4AIF485;D=6BE>;=B8273 4A4B27827C4
5U7A484A F> 3847T27BC4=30< <48BC4=A068B274
8BB>=0=74AE>AC8=4C;274A34A"8P1A0D2734A
A48748C=B4;1BC8434A384#>CF4=386:48C2:
IDAD54;47AC784A8847C4A"4=B27 B8276=TC86C
4CF0B D 4A:4==4=30B7T74A8B8C4==384<4=B27;8
274 A48748C384%5;827B4;1BC==C487<=8276=4184

C4=B>10;32)%4=CB27843701 U14A384>;64= B48
=4A0=3;D=6AD78D B48=F4==4AB827=8270C4
FDPCB48=3UA5C30PB48=4.$,4.' IF0AE>=87<
E>=B48=4A48748C384/,'%. 014A>34A30BF0B0DB
384B4A0=3;D=65UAB486=0I4B4B27;427CB827=C
F82:4;CE>=48=4<=34A4=D=3 T74A4=017R=686
8BCF4;274B3DA27384 5A484B9C64B4CI;>B4BC=3
;D=6BF48B4B=38E83DD7B=3DA27=47T74A44
B4CI<RP86:48C=3701D=31470D?C4C=4 384B4>A0DBB4CID=6
FUA34=8448=D< 384
>;64= B48=4A=3;D=660=I D=14:U<<4AC4DC ID
CD=F0B384%5;8276C184C48=<4=B27;82748B<UC
14648BC4A7=4384B4>A0DBB4CIDF=6=C4=8448=
"4=B27F064= 48=40=3;D=6E>=6A>P4=>;64= ID
D=C4A=47<4=RA4B847< B4;1B3CDA27384748;86BC4
%5;827C=A64B27A8418=4=AF8A30;B>&?1384 4
B27827CB4;1B4C8=4#>CF4=386:48C5>A34A84D27
6464=384<>A0;8B27A48748=C2714BC47C=3B827
1470D?C48840;B>=827C).$%#>CF4=386:48C14A
F4;274384A48748C;4A38=6A7>148=BC348=0==
F4;274E84;<47=ADA30AD<384A48748C34A#>C
F4=386:48C4A<8CC4;48;B84B4;1B=8270F84
<4=B27;8274A48748C34A#>CF4=386:48C>=
5;8:CCA8D=3=8270C>PA4;0C8E>=34A=2/,43 5A48
6464=B848<<4A /12%(4.' 0;B>8<<4AD=36464=
0;;4B4"*%+3 A48=4BA484B=14C48;86C=4B074A
F07A705C=4=3;8274B194:C1;481C84A:0< 0;B>
384%78;>B>?7B45 94=4B4CIC4U14A0;;4BB846A48274
(D194:C30BB4;1B0#(3 <47A>194:C8BA3B>=34A=
8<<4A(D194:C1;481C=330B34A"4=B27 =8276<47A
F848< ,8BB4=0;B)#(B>=34A0;B?"%1(827D=3
414=30AD<0;B?"%1;;4< 4A:4==4<DP 34< 94,%393
0;;4BD=C4AF>A8B4C=330B=D=8276<47A1;>P
F848< 4ABC4=B60=6 48BC=3+>AB47D=)23 B>=
34A=0D270;B+>AB47D=B827%1+,;1C=30< =34
9%)'3F0B4B8< =50=6B27>=F0A 84 ;4CIC4D56014:>==C4=D=
1;>P=>27B48=30B+4A7R;C=8B
384B4B48=4#ACDA027D=ID6R=6;8270=3F848=
48=4<D=ID6R=6;8274=27C=F>7=4=34= F48;=84

$194:CF4A34=:T==4=34= (D194:CB< <4=B27;8
274= 4FDPCB48=B I4864=$%..)1'%.$%). %1(;,3
.)2 94$)%2%-4:3%)(- 94+/--%. 0 014A14A48CB
0DB64B?A>2748=30P4BB4;1B=84D=33DA2748=4=
F48C4A4=ACB27A8<C$194:CF4A34=:T==4 B>=
34A=0;B74AAB2742"3%1 0;;4< BC474=1;48B4;RPC
B8274 8=F48C4A4=A7R;C=I8B <4=B27;82744
FDPCB48;=30B34A1;>P4="0=854BC0C84=:4=
 4== 304B=827C47AB4;1B=194:CF8A3>34AF4A
34=:0== B>:0== <0= =DA3064=30P4BB827<0=854
BC84A4 5A06B8270;B>>18< <4=B27;82744
FDPCB4B>;2740=854BC0C8>=34AD< 48=4=481
=8I8B274=DB3AD2ID 1A0D2743=4A784A:0BB4=34A
0=64F4=34B48<T27C4>1 B>;274D;6DA0C8>=4=
94=4BT27BC4=U14A0;;4BA7014=4=8< <4=B27;8
274= 4FDPCB48=027IDF48B4=8=3AB2748=D=64=
8=34=4=30B<4=B27;8274(4;1BCB8270;B,4A:I4D6
>34A$A60=94=4BT27BC4=E4A7R;C1==F0BB827
1;>P<0=854BC84A4C=827D=<8CC4;1B=A=34A=
=DA3DA2748=0=34A4B8=3DA27(> 8=34A60=I4=
!8=8434B>ACB27A8CD=<UBB4=F8AD=B4A8==4A=
30P94=4BT27BC(D194:CF0A0=B827=DA8=4B8BC
014A8< +4A7R;C=I8B34=IF48 (48C434B94CIE>;;
4=346E>AD=BBC474=34=8E4ABD<D=C4A4A484BC0;C46=43027C
F4A34=:0== 34==4B8BC414=F48;
30B>#(23% D=36%)!,,%24.3%)(- 414=B>F>7;
30B14CIC458=0;4AE>A1A8=643=4A#0CDA34A40
;4=,4;C 0;B4B4AA34A648BC864A4A8340;4=4;C
D=3F8434A30B14834+4A<8CC4;=0=B48=B=C4BA827
46A4854=3B4BC;B 4AE>A1A8=643=4DBF8A34B
B8278< "4=B274=<0=854BC84A4A4=50;;BDA274A
E>A1A8=6DA60;4%A>3D:C8=4BF8A3B8274864=
0;B30B'027CU14A34=(C>55U14A884'0C4A874OC
B84 4FR;C864D=3IF8=64=:0== 34ADB3AD234B
 48BC4B034A7T27BC43=44=B4;1BHD B48=B>F48C
647C384 18;34=34D=BC1;>P!,2 B>;2740 14A 8=34A
%>4B8A4;274E>=34A18;34=34=D=BCE>A0DB64B4CIC
F8A3D=3ID F4;274A94=4B4;1BFC8434=DA8=48=4<
F4A:I4D6;8274=4A7R;C=BBC478=34A%>4B8A4B

B827<0=854BC84;AB=48BCF4;274A4F0;C 70C0D27
34=(C>5B4;1B7C4AE>AID1A8=634=AD B270554=
84 7T27BC4;47A748C0=3)A455;827:4384B?;0BC8
B274=D=BCF4A:B4BC47=8278=34A1;>P4=O14A
48=BC8<<D<8C34< 4B27T?5>34A64B27T?5;8274=
+>A18;3B>=34A=0A8=30P34A48BC34A#0CDB4;1BC
4B74AE>A641A0D7C014=B2748=8=87<>554=10AC
B8270;B>48=4)RC86:48C834B4;1B=8278C47A64
B27T?5;8274AC8BC3>=34A8=34A<0= 34=(27T?54A
ID B4746;0D1C= 34< 7T27BC44A: 34A<8C
D=BCE4A48=86%4=4B848=34< 7T27BC44A: 34A
)#(3+4.23 34A)A06T3844AB2748=C34=(CUA<41;8=3
6464=48=0=3444AC4=344A834=B2705C4=5UA
3840=34;=34=B4;1B3834(C8<<434A+4A=D=5C4A
BCD<<D=3,8;;:UA D=3 4B4CI;>B86:48C<4AC8454A
B82T4AF82:4;=I0;4CIC=48=6ARP;827#4CF4=386
:48CB82T4AF0=34;=<8CC4D=C40A;4=384B4=4
F46D=64=4AB2748=4A48BC34B827C4A0B30B
BC8;;4;;48=>27;4D27C4=3827C0;B30B0;;48=>14=
1;4814=348=34A745C86BC44=46D=6B4;1B0C=14
F46;8274(D194:C0;BF48B4->AB47D=54;27430B
,834AB?AD27BE>;3>C4ID;4CIC 48=4<145A8438
64=34=DB60=6ID ;48C4E=4A<06
84A0;B><0=854BC8B4A294=4BT27BC40;B4=8
DB34AD=BC BG=D=384D=BC30B$194:C8EBC4
<4=B27;8274JRC86:48C8>8B83 84%,)')/. 384BD194:
C8E(48C34AB4;148=F8454A84B4827C8494=4
30A0D647C48=(48= B>=34A8< +4A7R;C=8B94=4<
7T27BC4(D194:C0;;4B(484=340;B=8278484=0D B4C
I4= 84A>554=10AB827;B>94=4BT27BC(D194:C
414=0;B30BF>6464=0;;4B8=827CE4AB8=0;3B>;
274B>554=10AB8278=34A4648BC4AD9=64B8CC
;827 A4;868TB4A>4= 3DA2F4;274384'4=B27748C
B4;1BE4A74AA;82=8;B6TCC;824B2748=C
B 6814=8=3A8C<4=B27;8274RC86:48E4;274
30B$194:C8E34AD=BC0=330B(D194:C8E=434A384
*=C4AF4A5D=34A4;868>=8=B82T4A48=863384
(),/2/0()% (848B<194:C8E84384D=BC34==B84
I4863=4= 0=6 34B74AE>A1A8=64=B4=(CD54D (CD54

F0=34;=34=3DA270;;478=3DA276474=3014=4A
8=+%).%1;4814=34(27T?54AB(848BBCD194:C88E4
3844;868>=F48;B840;;4B=DA8=384,8A:;827:48C
1A8=6K486C>34A0;B2%)%.J4CID< 4B0< =34
34< 7T27BC4(D194:C34A0=B827B4;1B34A7T27BC4
48BC8B0D U14A0=CF>AC4=
D=BC'4;868>=D=3%78;>B>?7884B8=3843A48
(?7RA4=<4=B27;827)RC86:488C=34=4=0;;48=34A
7T27BC48BC0;BB>;2748827<0=854BC8%A6BC34A
4=8DB34AD=BC34A4=8DB34A'4;868>=34A4=8
DB34A%78;>B>?784B4=3A48(?7RA4=F8A30;;48=
TCC;827:48C3074A0D27DAB?AU=6;82748BC4
AD=6D64BC0=340;;40=34A4648BC4AD8=6B27>=
=DA48=40164;48C4D43F84 ><4A 3DA230B48=
BC8<<864D6=8B0;;4A48C4=B>8B0D27%;0C>E>=
B48=4#027F4;C34A6TCC;8274=0==C>A34= 4
CA027CF8A94=4B7T27BC(D194:C=827C=48=494=4A
14B>=34A4H847D=64=B>=34A827;427C7B=30;;
64<48=B>1;481D=B5UA0BB4;148=0=34A4#0<4
0;B34=87<0;;4+T;:4A>7=4*=C4AB27864314=34A
#0<4 34B>CC4B=827C;>P >CC4B=8273(%/4
B>=34A3/4 3(%/4 34B14BC8<<C4=CC4B34BB4=
34A>CC8BC= 384B4<46A854=3860;B>384%78;>B>
?7844A8BC=02734<3843A48%>C4=I434A40;4D=3
34A8340;4=4;C 6;4827B00;B414=B>E8D:I4BB8E4
4AAB274F4AB27FD=3D=3D=C4A6460=68=334A
;4CIC40;;48=U14A1;4814=84F4;274< 384%78;>B>?784D7E>=
87A4A148D=36;4827B087A4=
(0110C5484AC
D5 384B;48B4 F0A0;B>E>=34<)845BC4=30B
B827D=B30ABC41;CBD 34< T27BC4=34BB4=384
<4=B27;827#0CD5R788BC%).%8=84%).BC4C864A
D=3=>CF4=3864#ACB27A30A64C0=
"8C34< ID;4CIC>A64CA064(4BC4F8A3B827
0D2774DCIDC064=279434A34A4B8=B48=4427C4=
D=3DAB?AU=6;8274BC0;C4==4=;4A=C=48=4A86
=4=!064 1458=34=8=4AB48F8A387<6;4827B0D=
<T6;827B2748=430P384B4(BIBC4<50;B27848E>=
34A0=34A4F8A34A4CF0B<?58=34=30B87=E4A78=

34AC4BF4=86BC40;B30B;4CIC407A40DBIDB?A4
274= A F8A34B0;BF07A4A:4==4=8==4A70;48=4664
F8BB4=46A4=ID=6=8270C14AD=1438=6C=3
B27;427C78=F8A30;B>D< 48=646AU=34C*AB48;
30AU14D70 14=E>AIU6;8270A0D5=:><<4= B827
94=4A46A4=ID=614FDPCD F4A34=
"0= :0== 34< (HBC4< 78=B827C;B27=4B
&!.'2 =8270C1B?A4274=0P4B0;;4BA:4==10A4
0;;4BF0B0D5BA64=348;=48B4 464=BC0=34AA
:4==C=8B4A34=0== D<50PC30P4B=827CDB64
B27;>BB47=0D=330P4B0DP4A348< 4B8C48=4A
"4C7>348BC3DA2738 44BB827 34A+>;;BCR=386:4B48
=4AA50BBD=E64AB8274AC :0== B>60A470D?C4=
30P4B5UA434U=5C864AF48C4AD=36A<4=B27;8
274= A:4==C=8B27>=D< E>A0D4=$AC=36;4827B03384(C4;;4
4=C70;C4B 384%3(/$%14
CA855F8F0A3DA2738 4BB4;1B3C05UA4B>A63C4A
(D194:C8E8C4B2%78;>B>?7:48=4=8=5;DPD 64
BC0CC8=F0A34A464=BC0=B4;1BC34AB827=027
48=4<87<8=F>7=4=34%A8=I5>AC14BC8<4BC4
F0A34A=0278==4A4<4B4CI5>ACB27A48C4=3C=4
:4 34AB827B48=4=70;C601 4A /1- =027F0A
3DA2738 4B4(BIBC4<D4ABC=384%78;>B>?748=64
5U7A3C4A46A855F4B%A>I4BB4B3E>="><4=C4=
384B4B8A>I4BB(4B= =70;CF0A3844B27827C34B
D=E4A<483;8B2827E4A4=3;8274=3041A0DB9434A
+4A4=3;827D=6434AB846A4827AE>ACA4C4(E34=
94:CB30B0< =34 0;BU14A0;;4$194:C8E81D=3C
;8=37480CA7014=48< 7T27BC48==B8271 4FDPC4B
(D194:C!,2 +>AB47D=6C474=1;8441434=:C<0= 0D
P4A34<F4;274 4F0;C 0;;4A=0CUA;827+>ABC4;;D=6
3DA2734=(D194:C8E48=27C4B2743=40;8B<DB=64
C0=F8430B4FDPCB483=DA2738 45AU74A41B>;DC4
=C6464=B4CIDE=6=#0CDA=3 48BC3827 4AA8BB4=
=827E4=8644A14A3DA234=:A0BB4"0C4A80;8B<DB
D=3(4=BD0;8B<D84AB827414=30<0;BU14A30BU1
A864DA>?00DP4A4DCB27;0=3E4A1A4870CC4827
E4A;4C5U7;C4>146A485C= 30P384B4(BIBC4<8<
=50=6<8C48=4AA4D340D564=><<4=DA34384

0DBB06D=634A%78;>B>?784A5U;;C4ID=<)48; U14A
CA054=84 18B3078=5UAC>C64027C4#0ICDA0194=4
-48274=48=4B8454A14=14=B 3840B4748<=8B
87A4E4A1>A64=B%A=I4BB>54=30A;46C40B
<0= :0D< ID 34=:4=64F06C70CCB8278(4027434A
A507AD=ID F4A34=
,84 <0= 5AU7438#0CD8A=48=4 1;>P4NDP4A;827
:48C8=48=(?84;>7=4 0;;4B8==4A414= >7=448=
F07A4B8414=B =C4A4BB44AF0=3470CCB4>64584;
<0= B827=827E4=864A384 4B2782704;B30BID5R;
;86BC(?84;64B4CI;>B,8A;UA 48=4B8==D=3
IF42:;>B4=)A4814=B4AB2748=ID=;0BB4=90 34A94=8
64 4;47AC460;C0;B34A648BCA4827B0C30B(8==
;>B490*=B8==8634A4B2782704< <48BC474AE>A
ID7414=D=3946ATP430B A486=8944A7014=4384
78BC>A8B2748=D=F0A 34BC;>48=4A4D5R;;8
64A4D=3=827CBFUA386A4027441DA A:;RAD=6
34AB4;14=D5ID1A8=64DPC484BF0A14B>=34ABB>I84<;8274A
74AAB274=48BC34A*=8E4AB8CRC4=
DB=07<4=681C4B5A48;8D794348C).% 6A>P4
DB=07<4384B4ACF0A >70==4B E>= ?,,%1 34=
FR7A4=<47A>34AF4=864A0;;4(CR=34B827B4;1BC
D=C4A6AD014=A14B>=34A346ATPC)48; 34A4
;47AC4E>AIU6;827=34=?>B8C8E4827 4A=B827
6;4827B0D< 384,4CC414<U7C4=3DA27464A:;R
AD=60;;4B7T74A4=48BC4887A486=4,8BB4=B2705C
E4AR27C;B27<0274= 34= B064827FR7A4=48=4A
B>;274=48C384 0=641>A4=7A5DA27C>A34A4
B2782704E>A14F07A70CC8=384B4)>= 48=ID
BC8<<4=014A4BF0A0D277T27BC4BB48=4 1;47A
B0<:48C384=4A:4==D=650=3B48=4=48BCID FUA
3864=F0A48=4B?RC4A48CE>A1470;C4=
4A ,4ACD=330B=C4A4B34A,8BB4=B2705C4=
BC488C<4A8=34< +4A7R;C=8BF4;274< <0= B84
48=4B8454D=3A44;;4=4ID6B 0D5384 7T27BC4;4A
,8BB4=B2705C4384%78;>B>?78R78B8470D=3384
94=864=F4;2740DB48=4<1430D4A;8278PE4ABC0=3
B827U74 6414=87A4B?4I84;;4,8BB4=B2705C F48C
<T6;827E>=34A%78;>B>?78;8BIDA48P4=F8BB4=

=827CF0BB84CD=34==384 27CD=68=34AB84 87A4
,8BB4=B270B4 74=D=3148 34AB84 B827F>7; 1458=
34= 8BB4;1B=D4 48=4>;64 30E>=30P8=87=4=
94=4A4ID6 0D5384 7T74A4F4===8270DB64B?A>
274= 3>278=5>;64 4A5AU74A4 78;>B>?78B27=C
F82:;D=64=0;B5/1(!.$%. 64B474=8A3,4== 48=<0;48=
E4AR=34A0=4A 34A8C4A0C14E>ABC0=3
B><DPC4AB827D4AB8C=34=7T74A4=414=30AD<
B4=B81;4A4A60=4=8=%>4B84=3%78;>B>?784
:U=3864=F84I0ACD=3648BC864A60=8B84#0C4DA4=
,8CC4AD=6BE4AR=34A1=E4ABC474=434CC4A
D=30=34A27HB8B274486=8B84A0;B<0C4A84;;4A
>A60=8B84AC48=34=/%3(%F0AF>7; 34A4ABC4
+4A:U=34A8=4A4D4=48C014A1;8414 8=43B>;84A
C4=8270;>PB48=4A8CB>=34A=D<)48; B>60B827
B4;1B0=146A8554A2748=D=30BF07A4827C
U14A87=60187< B4;1B4CAB3846A>P3DA270=C14
F8A:C44AR=34AD=6>=F4;274A0=34A3DA2B8464
F42:C448BCBD:I4BB8E;4,8BB4=B2705C4=3384
60=I4!8C4A0C4A6A485<4=PC4D27 %1$%E4A
384=E>7; D=C4A4= 4=84=4AFR7=ID F4A34=384
384B44D6648BC864F46D=6ID<)48; >7=4,8BB4=
D=3>7=4,>;;4= E>A14A487C14=
,84 :0< 4B=D=30P384B%78;>B>?78=84A4
BC0;8=F4;274AB84D4AB48=450BC;64<48=4=I84
7D=6B:A06DCBU1C34==>27=8270C=64=02774B827
8=87A4,8A:D=6 6474<<CB0748=401BC>P4=34=
%>;1486C484A8< =50=6 F4=8644A4<4A:CFDA34
#827C3846A>P4=C4B8B=;>B4D=3D=64A427C4=
6A8553=4=4=B84E>=E84;4(48C40DB64B4F0A
F>78=I 30B)A8E80;830B4FT7=;8274647TAC4
30PB84?8=>I8B<DB%0=C748B<4DB =8270384B4
=6A8554>==C4=B8448 64=C;827<<4= 4BF0AE84;<474A8=
"8PE4ABC0=3=34< B84B827U14AB827
B4;1B1450=3=34<B84B8275UA4CF0B01>34A<0=
:T==C4474AB064=B8275UA4CF0B=B474;84PF0B
B84=827F0A F0BB84 84< DAB?AU=6;8274730=:4=
=027=827B48=B>;;C4
*< 384BD 4A:;RA4=<DP8274CF0B=48C40DB7>

;4=
%1%D=:C3=F4;274< 9434%78;>B>?7<8C34<
!,,'%-%).%. <4=B27;82744FDPCB48=<<4A4=CF4
34A8=O14A48=BC8<<D346A8= >=5;8:CB8278=34=
F8A38B83484AC F84B84B827U14A30BT27BC4U14A
>CC4A:;RA(4;274 (C4;;D=670CC=4D=/33 8=34A
ID;4CIE>A64CA064%%78;>B>?784D=R27B3834(C4;
;D=648=4B;>P4=%24,3!3234B7T27BC4D=3;4CIC4=
0;;4B01B27;84P4=34=30=:4=B 60=I34A(C4;;D=6
64<RPF4;2744A0D278=34A5AU74A"4=C0?7HB864
701CD=3384837<0D270=C64;0BB47=0CC44< /33
1;>P34AIDA5>A<0;4=1B27;84PD=64A<4=B27;8274=
A:4==C=8=B>CF4=3864430=:4 F0A =34< ID;4CIC
E>A64CA064(=4B=C4=F0A >CC94=4BD;4CIC;B(D1
94:C0;BU14A0;;4BB846A48B2C474=1;4814(=3494:C
30B=827<47AID< $194:C74A01B8=:40== 414=
384B4(B194:CF0A3DA27384 60=I4#0CDA3DA27384
60=I4 4B27827C4DA27384D548=0=34A5>!6,%1
34A'><4=C4 78=3DA276460=6E4>=34=4=4B=DA30B
;4CIC4BD;C0K2784=D=3384B4B=3DA276474=
FDA340;B48=4F8A:;82744F46D=6 =8270;B48=>ACB27A48K<4=
1;>P4=4=:4= 4BFDA34B>60A0;B
A40;4%A>I4E>A64BC4#D=:0== 827<8A>CCF>7;
0;B30B=34 D=330B1;>P44BD;C0<48=4B4=:4=B
F844A4B8=34A0;C4"4C0?7HB8F0A 014A827:0==
87=8270;B4BD;C04=4B'*%+3)5%%A>I4BB34B=
:4= 384B4A;B4BD;C00=64=><<4=4>CC:T==C4
54A=4F4==4A>CC3BC)#(3 %36!24:%1)#(
?A04CB4 4A:T==C47T27BC4BB2734;1B0A+>A
0DBB4CID76614==D=70C4A014A8=94=4A0ABC4;
;D=60;;4A38=6B45AU74A"4=<4=C4 34A=CF82:
;D=6ID B48=4A>A0DBB4CID=6A0DB0DB34<
;4CIC4=5>;6C30P384B4ACC0< =34 34==3>27
14BC8<<FC4A34=<DP 0;B34A0D27B27>=8< =50=6
F0A 30P0;B>94=4BD194:C30B3DA2734=60=I4=
%A>I4F8=3DA2764B7C=50=6 D=3 >AC60=B27>=
>CC3BC47 4B8<'4BD;C00D27!,2 >CC64B4CIC
F8A3 30P8=384B4(8==0;;4A38=6B%2>CC3BC
30P0D2730B3DA2734#0CDA8=3DA276474=B4

94:C>CC8BC=DA=827C,2 >CC 0;B>>CC=DA4:%1
B48=4ACC748=34A8=B48=4ACRDP4AD>=84A8=
B48=4A$%1(%)30;B48=0=34A4E>=2)#(2%,"23,2
F4;274A4A4AB8< =34 8BC,8A3 =D=014AF8434A
384B=64=><<4= B>I4864=B827;>;64=34(27F84A86
:48C4=)48;B8BC=CC>554=10A=48=4<%A>I4B46A85
54=D=3F4=86BC46=4A034D< !,2 >CC1D B48=
48=4<,4A34= D=C4AF>A54=0=B3840=64=><<4=4=
46A8554 B47E>A34= >?5 BCTP0C,B30P4B9404D5);;64<48=4
-DBC8<<D=A427=4:T==C4 84 %78;>B>
?784BBC14A=DA%78;>B>?7B4< !,,'%-%).%+4A
BCR=386D=64AI4D6D=E6=33074AD270;;64<48=4
-DBC8<<D=6D 4A70;C4D=39434A34A48=4?78;>B>
?78B274A7A40D5BC4;;027C384B4=B?AD27'0=
:0== 5A48;8B2764=34A>CC14681B827=384B4B
,4A34= 414=D< B827;BB>;274=D B4CI4=D=3384B
-4: <0= 5A48;8B2764= 14A B>F84384BDB64B?A>
274=8BC3847<0= 0D2748=30P<0= 0;B30=4=CF4
34A48=448C0==47<4=<DP F> >CC=827C,2 B>;
274AF0A 34< F834AB?A82274AF84343A30B0;;64
<48=4A4;868TB4#DPCB48=>34A<0= ;4D6=4C30P
9448=4B>;274%)364F4B4=3 7 94=44F46D=6
94=4B4B27474=F8A30;B48=%6)'%2%2#(!(%. 4A
:;RAC8= 4F864B4B27474=8BC14A48= 4B27474=
"8C78=8B3846O=I4+>ABC4;;D9=6=4B%A>I4BB4B3
94=4A4F46D=648=434;1B8C;DB>A8B2748B4C864=C
;827=827C64B27474=,,%28BCDA8= 430=:4= E>A
6460=64=D=3384B640=I4 4F46D=6F0A4864=C;827
=DA48=44F46D=634B4=:4=B 84B7RC94=4%78
;>B>?784A6A4854=;;4=30<8C4CIC384827DP4A
0;;4=,834AB?AD270714A414=30<8C14601B84827
87A4B=B?AD278D5$194:C8E8C3R7C B84<DPC48827
0;B,8BB4=B2705C4==4=8=34AE>= 7)23%.9E>=
34< F0B6)1+,)#(%7)23)%61=30;B>0D27E>= A
:4==C=8B=384B4(8==60A=8276384434 8BC3>=
34A=DAE>=34=+4A7R;C=8BB4=,274384464=BCR=384 1;>P4=
4=:4= 0==47<4=D=330
G8BC4=J14A03;0B/2)3)5%8BC=R<;8273;0BF0B
64B4CIF0BE4AB8274A03;1470D?C48A3B><DPC4

B84B827;BA48=%'!3)5%%78;>B>?784+%..%.014A
414=30<8C34='0D< 5UA384%78;>B>?784;274
B827D53847)23%.914I847C3 7 5UA384?>B8C8E48
;>B>?784DP4BA827A48;BB4=B827=8276UA3841
B>;DC478;>B>?784B64145UA384%78;>B>?7848
=827CDP4BA827DAU2:;RP1C 143DA54C4=46A0D
<4= -48C18BB827384%78;>B>?784AU184AB;0A4
B4CIC34==0;;4 >ACB27A8C34%78;>B>?784
B27474=DA;0=6B0<,>3DA27U1A8649B=4A48C
A0D<=>2714CAR27CB4A;R=64A0A34F0A48=4
?8B>34384384B4;ACIC4=CF82:;D=64=C6464=CA0C
D=3E>=34A=D=0D27F4=86BC430B#>CF4=3864D
4AFR7=48BC
J

84 B>414=30A64BC4;%78;>B>?784;2740D5
0;;64<48=4DBC8<<D=A427=4:>==C4F4==B84
B827;B 4=: >34A+4A=D=5CF8BB4=B2735C
ID 34< B840=B=34 64;0=6C4;B30B1;>P,/')2#(%
'4BD;C0B7A45AU74A+4A<8CC;D=604ABC4;;C4
784;C3=34<B8434=(2748=34B464=C48;B==07<
48=60=I50;B274B>608A7A4<4864=4DAB?AU=6;8274=
430=:4= F834AB?A4274=34B474= 3074A384E4A
R=34A;8270=37T27BC4AB278434+AC48;4384
U14A8464RDP4AD34=60=I=0CUA;827A4= #D=
:>==C4<0= 014A7>554=30PB84B827F8A:;8278=384B4
A4=I4 IDAU2:I8474B827;B=460C8E4;>P;>68B274
4A:;RA40;B %'%,414=384B;B3844ABC4A34AD=6=
384%78;>B>?784B45BC4;;C4 B84B827=30BA48=4
4=:4= IDAU2:I8474=30PB84D< 48=I864D=<8C
C4;10A44464=BC0=34=A48=4=46A8570 14 "0=
:0== 464; 30B+4A384=B6270 1B?A42740P4A
3841;>P,/')2#(% !341 94=4%78;>B>?784B4AB827
ID 140A148C4=A=07<D=3384AID 87A4E>;;:><
<4=4= 4BC0;D 1A8=64E4AB?A0E7>7; 48=64B474=
70CC4RCC4A2)#(30148B4BC6470;C4=37RCC4A
384B4=430=:4= <8CBCA4=64=8C4=CB278434=4A

<4834=BD27C30P >CCF844B8==4A704B=4A>68
B274=%78;>B>?7B4270=34AB48:>==C41;>P
8< %'1)&&64B4CB48>CCF0A87<=827B>F>7;48=
1;>P4A46A855;B34A46A855>CC34A46A855A0A
87<<8C34A434DCD=630P4A>CCB48(48=4"48
=D=68BC>CC8B<827CB=34A4CB34A46A8553 4A
BCD54=F48B4B4;1BC14FDPC344F8A30;BB4;1BC
14FDPC344B827TDA#0CDA=C;RP0DB384B4A=B827
B4;1BHDAU2::47A4=H< 01B>;DC48BCF8A3
(> F4=868BC464; 64=4864B48=%78;>B>?7B4
3841;>P=460C8E44A:4==4=30P4AE84;<47E4AB8
274AC384B483844%78;>B>?7B4B27;427C7=8=27CB
0DP4A827TDAU2:;0BB4448=%78;>B>?7B47A481C
B827384>194:C8EB4C34DCD=D=38=B14B>=344844
60=I E>;;:><<4=4 A:4==C=8BCC4B=36TCC;8274A
8=64 ID 384A:4==C=8B840=C34A+4A=D=5C1
64B?A>274B48DA2B48=%78;>B>?7B4A4827C4A6478B>F48C
B4;1BC=4A:4==C=8B4A27A8BC;8274=
>6<4= B48=4A78;>B>?7B4DB27A4814=384B4A
8=B8278BE>7; B48=40ABC4;;D=34AA4848=86
:48CB;4734B(?A4274=3BC4;274:UAI;827>;64=34
8BC>CC34A+0C4E>A34A(27T?5D=68B34A48;=>
68B2746A8553 4A8=34=A48=4=0C46>A843 4B%).2
B827E4A;RD5B4B4A>CC014A<DPB827F48;B48=
,4B4= 8=48=4<=>CF4=3864%A>I4B4BC47C554=
10A4=384B4554=10AD>64A=CRDP4ADB=68=4A
B4;1BC3384;4;C D=38BC>CC34A/(. 14A >CC
<DP0D27384B4=CRDP4ADF=6;27448=4A0DBCA4C4=
0DB34< 1;>P!>68B274=8BCB>F4=8670C464; 34=
1;>P;>68B2747=0A0:C4A4B!.9%. 384B4A78;>B>
?784A:0==C30P4A<8C34A#0CDA?78;>B>?7B47A
74A0DBIDCA4A4RAC4>CC<DP0D27384B4=CRD
P4AD=6384B4460C8>B=48=4B>P;>68B274(48=B
F8434AD57414D=3ID B827TDAU2::47A4F=4;274B
3DA234="4=B274=648BBCB27848C34AD=BC8=
34A4;868>=D=3E>;;BCR=38=34A%78;>B>?7B4=3
384B4'A=B274=648BBCD6;48234A48;8648BC
F>3DA27>CC4ABH< E>;;:><<4=4= 4FDPCB48=
B48=4B4;1BC<<C

)%B474=F84784A94=4%A>I4P34=384 5AU74A4
%78;>B>?784 44=645U7E4CABC0=3D=3 F844A0D5384
4=CB278434=4BCB4 0;B$194:C8E4DA=3A40;46A4
=><<4= 8BCUAB>E4A384=BC;8273074A0D27384
=F0=3;D=6 0=B27;064<DP 384 464; 70CC4384 1;>P;>68B274
#0CDD=3 434DCD=64A,8BB4=B2705C
3844AE>A8827 0=348=IDB474B>E4A384=BC;8327
14B>=34A4B8BC30P4A384E>=34A5AU74A%78;>B>
?784 8<'40;4= E4A7U;;C;4=68B274=4A7R;C=8BB4
2/,#(%74AE>A647>14C=B><DP<0= 3>2764BC4
74= 30P8=34A F8A:;8274=DB5U7AD=348=%78;>B>
?784414=3DA27384%ARC4=B8D5=194:C8E4A40;4
434DCD=6D< 48=6DC48;<>=BCA>B64A4F>A34=8BC
0;B4B384E>A74A6474=94F0A D=330P8273074A
0D27384B4A%78;>B>?78427C=A4276 4C0=7014
F4== 827B84 48=4?8B>34=0==C4
27 7014=D=384(C4;;434B 464;B274=(HBC4<B<
0;;64<48=4=14BC8<<C< 014A384B=>2714BC8<<C4A
=027IDF48B4F=8;;8273 4= 0D?C60=6B48=4AC
F82:;D=6=R74A30ABC4;;4=
*< 0;B>8=3844F46D=6 ().%).94+/--%. <DP
464; <8C34< %'1)&&0D58A64=348=4=50=6 ID
AU2:6474=F> 4AE>=34< F0B3DA27 3844F46D=6
4ABF4A34=B>;; 0< F48C4BC4=C54A8C#D= 6814B
8==4A7034B!>68B274>34A#460C8E4=F8434A47A
>34AF4=864'A/: !>68B274B34A#460C8E4B48;34A
46A8558=<47A>34AF4=8644A5U;;C848=<47A
>34AF4=864D=C4B8271 46A4854=0== 464; 647C
0;B>0D530B;;4A=460C8E4BC4AU2:F0BB827 34=:4=
;RPC0D534= 46A8558=34< =>270< F4=86BC4D=
%1+%..%.34A0;B>B>B064CAE>=94348D194:C8E4=
4BC8<<D=6B>5A48;B<T6;827 8=B>54344A"*%+3)528%C*=3
384B4A46A8558BC7< 34A34B1%)
.%. %).
,84 464; ID 384B4ABC8<<D=634B =50=6B
:><<C ;RPC B827E84;;4827DC5>;64=34AC4A:;RA4=
0B (D194:CF4;274B384E>A0DB6460=6%78;>
B>?784D 87A4<DB60=6B?D=:0CCF0A6464=U14A
E>=34< 827C4B274=27 F4;274B=DA30B(D194:C

4.2%1%2 4B<4=B27;8274>34A8< AD=345UA9434=
=DA30B(D194:C34B4864=4=4FDPCB48=BA 8<
464=B0C<8C384B4<B4;1BC;>PBD194:C8E(D194:C
F0A30B(D194:C8=34A0D5827C4>;64=34%78;>B>
?784A:;RAC>A34=0;B>194:C8E4BP4D=B64B4CI
C4BE>=D=BD=017R=6864(B194:CD=38=F8454A=
=D=ID6;4827A:;RAC(DA3430P384=CF82:;D=6E>=
384B4<$194:C8E4(D194:C4ABC>ACIDB27A48014=
ID< BD194:C8E4D<). D=B64B4CIC4B>F0A784A
<8C34A0=6 8< 0;;64<48=40;;4A38=64BC8<<C
F>A34=0;B >AC6474E>< $194:C8E4B=B(D194:C8E4
34ADB60=6B?D=F(DA30B(D194:C8B4B48=4AT;
;864=$194:C8E8CB<4AF0A3>278<<4A30B(D1
94:C8E=48278C0B',/:% $194:C8E4484 464; B48=4=
4ABC44=6A855=4BC8<<CC30BA48=(48= 4=4<
(HBC4<34< E>A0DB6460=64=4B30B8=87<B827
4F464=34=DA=827C2 2/,#(%2B27>=%2%39(3%1
94:CB>=34A=845AU74=4<4A:C=DA2/ (D194:C30P
87<<T6;8278BC0D27$194:CD B48=8=B>54A>=27
F434A4=CB27843(D194:C>274=CB27843$194:CB>=34A48=4
;48276U;C86:4F8B274=14834=F0B
0;B=38554A434B(D194:C8E4D=3$194:C8E40=DB64
3AU2:EDA344== E>A34< %A>I4P34A0=D=3
6;4827B0E>AB8274;1BC6430278C3B4B=8272)#(
B4;1B$194:C014A414=30AD<8B4C30D27=827C
6464=B8274;1BC4"*%+3ID< (D194:CE>=B827
B4;1BE4;274B90=827E4=864A8=A4;0C8E46A855
8BC!#(3 4B8274=B>F>7;4ABC;B4BID< "*%+3
E>=B8274;1BC8274ABC#(3 4B8B3074A0D27A4
;0C8ED5B8274;1BC$)&&%1%E9=(D194:CD=3$1
94:C ./#(=827(D194:CD=3$194:C 014A414=F48;
4B=827(D194:CD=3$194:C5/. 2)#(2%,"28BC>8BC
4B0D27384B4=38554A4=8276UA8274;1BCD=3
34<=0271;>P>194:C8E;>P!. 2)#(4A O14A60=6
ID< %A>I4P8B=D=F84)%F8BB4=414=30P4BB827
B4;1BC;2 B8274;1BC6,, D=330BABC84< %A>I4P8BC
34<=02730BIDE>A6;48276U;C86=38554A4=(D14
94:C8=B48=4A.-%"1)'%. B827 B4;1BC =I847D=6
384B4(A;1BC0=I847D=8B30B=64I>64=4 F8AF>;

;4=4B =4==4= 3 7 30B(D194:C8=F8454A$1
94:C E>=B827BC>CF4=384=46A4=IC4B4
B27AR=:C4=I847D=6B4;1B4C14=8B30B46A4=
I4=34 30B=I8474=34014AF8AF>;;4=4B =4=
=4= 8B4C14=303DA27P4B30B(48=0=64I>64=
B4;1B0DP4B827B4CI<8C384B4<(48=1450=64=
4B8B30B4ABC$194:C8E484B4B4ABC$194:C8E484
B4BM?A8<D<G8BC4=BBC14A=DA34A=;0P D=33844AB(C4D54D
34=7T74A4%>C4=I434A==4A;827:48C
>34A48BC86:48C F4;274A30B(D194:C8827=$%-
+4A7R;C=4B7410;B4BB827=9434B48=4AA<4=
8<<4AF8434AD< $194:C827;R6C< $194:C78=ID
CA8C4C==4B8B67<6;4827B0<DA30AD<D CD=
94=4B48=4ABC(4B=ID 48=4<2)#(0=64<4BB4=4E
4A7T74=4B<8C8<<4A7T74A4648BC864=64=B2705
C4=0DBIDBC0C8=48=B>;274B E4AF0=34;8=34<
4BB4;1B8827AA:4==4E=33074AD74:0== 8=34<
014A3845>;64=34(CD58<<4A3845AU74E4BC784;C
:0== 384B=8276C4B27474>7=448=4)>C0;8CE<=
>A<4=ID 4AI4D64=3844F46D=6AD73074A=827C
474A0;B18B30B$194:C60=I 34< (D194:C64F>A
34= =F8454A3074A0D278< %A>I4B30B01)-4- G8
BC4=4B="8=8<D< E>=(D194:C8E4B=348="0G8
<D< E>=$194:C8E48BCE>=F4;274<ID 8<<4A7T
74A4%>C4=I434B(D194:C8E45>AC6460=6F8A3B>
8B0D27784AE>=34<)- 1/9%: ABC40DB48=
>AC60=6E>< $194:C8E48=B(D194:C8E4
D5 9434=0;; 0;B<DPC4464; 304A3>278<
60=I4=D=38=34A0D?CB0273BB4;14HBC4<0D5
BC4;;4F>;;C40D2748=4>194:C8E4=50=6 D=3
IF0AF> <T6;82734=>194:C8EBDC4=47<4=BD274=
84A14646=48C7<014A384B4B194:C8EBDC4#460
C8>0;;4B(D194:C8E40;B1%).%2%). ID 14BC8<<4=
3 7 F84:0== <0= 4B0=34AB4ABC4740;B(48= 8=
34< 60A=827GB>=48=4<(D194:C8BC4== 30P4AU1A8643B4B4<
A48=4(48=48=44F46D=6 48=
O14A64748=48=40=34A=46A8550B>60A8=8==4
A44BID F48C4A44BC8<<D=645>ACCA481*4=324
74IDB27A4813C4B14F48B=8274CCF030P4A8=34<

A48=4(48=34==>2748=(D194:C34=:4 =DA%36!48=
B>;274E>=34< B827=DA=>27B064;=RPC30P4B
=8270)#(3 8B=34A=8276060=I=827C8BB0D548=4
,48B4 014A30P4BB27>=4CF0BBCFRA484B48=
430=:4 B><UPC34A/13'!.' 48=60=I 0=34A4A
B48=0P 4A34< A48=4(48=34==>2748=8<<0=4=C4
4F46D=6IDB27A4817C8P30744F48C4=8270CB
30P34A%$!.+% 34A<8C34< A48=4(48=0=5R=6C
B48=4=<T6;827:484<?58=340C48384B4<;;4A01
BCA0:C4B0C=;;4A;44ABC4=>5UA464; B4;1B30B
A48=(48=4A:;RAB3C474=ID1;4818=4 #TC86D=6
E>=384B4<5>ACID6477073A4=AD=3=DA30A8=
30P34A430=:4 0=48=>=:A4C4A4B=70;CBE>;;4A4B
(48=B27>=64FT7=C8B0;B><8C94=4A064A4=>BC
34BA48=4(48=B8=34< =DAU14A70D48=70;C
014A48=14BC8<<C34A3027=C8A3B827=8270C5A84
34=6414=0== 8=;4CIC4=ABC0=8B4C30;B>=DA34A
*<BC0=330P4B8=34A)0C48=A48274A24B38=70;CB
E>;;4A4(48=')"3 D=330P34A34=:4=34 48B034;1BC
B27>=48=B>;2748B0;B>4B8B=82748=8=34< ;44
A4=46A85B4;1B=>=34A=B8B48=8=34< %78;>B>
?784A4=348=464=3D=387<3DA2B48=4A8==4AD=6
0D5643AD=64#>4CF4=386:4838487=8270C4894=4A44A4=
1BCA0:C8B=C474=RPC;B> 8B4CB4864=C;827
8<<4A=DA34A430=:4 34AB8274AB0C530B<T6;827
BC48=8<D< E>= =70;C1DAU2:IDI8474=30==014A
F8434A=BD:I4BB8=E 4A5U;;4=D 48=4<=70;CD=3ID
;4CIC1D 34< 4B0<C8=703C4A;4;C D=334B4FDPC
B48=ID 64;0=64=BD27C5A48;827F784 464; E>A681C
=8276=48=4<F8;;:UA;8274B>=34A8=48=4<=>C
F4=3864=>AC60=601A30BBC8;;B27F486=4=83C4=34
384B4B=AC60=6BB3>278<<4A34AC4A<8=D3B
@D4<384F8A:;8274;4;C 148F4;274A384,8BB4=
B27051D;4CIC1=:><<4= B>;;384F8A:;8274;4;C 014A
=4==4=F8A9434AI48=DA30BF0BF8AE>=87A%1&!:3
7014=D=3 464;B 486=4%78;>B>?784486CF84<0=
274(48C43384B4F8A:;8274=%,3%1 =8274CA50PC
70C34A4&!,, 8B0C;B>E>=94=4<>AC60=3>27=827C
0DBIDB27;84P=4=<;8273B0-D5R;;8634A4=64A4=

>34A F48C4A)1$)5)$4%,,%4;C0=B827C34B?78;>
B>?784A4=3(D194:CB B 8BC;B>8=384B4A=641;8
274==>CF4=38644F46D=6 48=4B>??4;C)RD
B27D=6 8=34<34< 430=:4= 34A%'1)&&BD1BC8CD
84AD=3$)%2%01B4CF0B827B4;1BC4CF464=34BE>A
64BC4F;8A3D=33>2734A46A855UAB827B4;1BC
60=I D=14F46;82;8464=FUA34F4==4A=8276C4A4
6A854B=4B4=:4=34=(D194:CB3 7 F4==4A=827C
430=:4 FRA4 8=34<<0= B827E>AB?8464A4A
430=:4 F4A34=DA3DA248=4B=87<B4;1B;8464=34
#>CF4=386:48C8C4A64CA8F1F7A4=4A3>27>554=104B=84;
70C=027F4;274<4A78=BCA41=3
30BF4==34A%78;>B>?784A40E27=>27B>B47A
34BB4=4FDPCB48B=827D E4A14A64B=D27C30AD<
=DAD<B>4=CB27843414FADPC;>0B534=0=6 34B
%78;>B>?784A4B=B8A:C
0P =D=014A34AB27;427C78=1234430=:4 30B
A48=(48=B48384B8A30A0DB4F84B4=30PE>=
384B4<46A855=B48=448=7480=3E>;;:><<4=4=
1BCA0:C864302 7C827CBB27DBB27;84P74==4
4AB48384A48=BD=3D=<8CC4;10AB84P7486C34A
384A48=4F8P7486B4;1B=C>27>7=4F48C4A4=70;C
30BID 0;;4A4F8P7486C>A0DB64B4C4B4848=4
0=3;D=634A8;;:UA B>=34A384E>;;:><<4=BC4
#>CF4=386:48D4ABC30P(48=U14A70D3C>30==
30P8=34< (48=0;;4B(48=643027F4A34 464;
=4==C34A6;48274=<4A:D=64=B4;1BCA8E804=C
B27D;38B84014A30<8C384ABC4=5R=64-?22%.
CA8EB48=F84900D27384=5R=6434A"0C74<0C8:
CA8EB484=F4==014A94384=5R=6434A"0C74<0
C8:827F48P=827C0B30AD=C4ABC0=3F=A3
F4==B84014ACA8E848P4=T==C4=B>FRA384B
=DAF48;B840;;64<48=48=;4D27C4B=3=34A0=64
5U7A(4CI70C014A=827C0B+4A384=BC384B4<
(8==CA8EB0B48=94=4)=641;827#4>CF4=386:48C
014A %). ?"%1(!403D=38=34< (48=!,,%2(48=ID
34=:4= 384B#4>CF4=386:48CB4;1B4C=1;>P4B
+>A6414=B8=C4<0B48=4=<T6;827:486BC%). ?"%1(!403D
34=:4= F48;4B:48=(48=?"%1(!403

681C48=(48=>7=4(D194:C30B(48=E84;<47A>C
F4=386D=38<<4A48=14BC8<<C4AB36%$%B<;827
1;>PF4B4=34B=30B,4B4= IDAU2:6474=34=BC
384B4<834=C8B274=B6464=BCR=3;82(74=8BC
48=4=C4AB27483D3864464; ET;;8686=>A84=AC=
8BC14AE>=34< B27;427C74=BC4%$!.+%. 30B64
64=BCR=3;82(74=B27>=3DA2B48=40CDAADB64
B27;>BB4B:0== F84B27>=8=34< ,>AC %'%.
23!.$;846C=DA48=4<0=34A4=C6464=34A3>27=DA
&?130B64B4CB248=$%-4B 464=BC0=3BC30B(48=
384B4AC+!.. 0;B>=DA30BIF48C4B48=30A0DB>;6C
30P30B(48=34BB27;427C74=123%%$!.+%.2=DA
30BD=6464=BCR=3;82074;>PF4B4=C;8274=0BA48=
DABCR=3;82(74=T==4 <8C34< 414=827C64B4CIC
8BC;B1;>P4BD194:C'8C78=3B30B(48=34B4ABC4=
430=:4=B=8270(8=(48=U14A70D7C>=34A=27>=
48=14BC8<<C(4B= *=C4A34< (48=U14A70D734<
ET;;86D=14BC8<<C74=E>= 464; 0DBID6474=>A
681CT==C4=DA30B94=8654ABC0=3F4A34=30B
6%$%30BF4B4=C;8274=27307B6464=BCR=3;82B7C
E>=34< 014A0;B30=D=<8CC4;10A;4D27C30P8=
87<F07A705<8827C74$!#(3 0CCD=6B146A4B5
(48=B60=I0DB34< 41843;4A(27>;0BC8:"0=
:T==C4784A0D4AF834A=464; 64BC4784B4;1BC
8=34<4A34< 46A855B4BA48=4(48=BD=<8CC4;10A
34=(0CI5>;64=0BB430BA48=(48=8B30B#827CB%,#(%. (8==4A
014A0D27<8C384B4<(0CIE4A1R=34
0D548=4=0;; :0== 4BB48=41B827C348=30BA48=4
(48=5UA48=4*=6430=:4=ID 4A:;RA4=02734<4A4B
B>4140;B34=01B>;D4ABC4430=:4= 4A:;RA7CC4
"8C94=4<(0CIBD278=34B464; F48C4A7 8=48=
%1$%.78=48=ID:><<4= 4A (0CI;0DC460=I>194:
C8EM30BA48=(48=4)2330B#827CBL;;48= F84
B27>=14<4A:C8B34AF07A4(8===DA$)%2%1027
34< 82730BA48=(48=64B4CIBD2748274CF0B=87<
D=358=34827C34==8277014<8AB4;1B4E4A1>C4=
4CF0B=87<ID 58=343=03DA2714=30P8274B0;B
30BA48=(48= 0;B30B1;>P4(48=U14A70D7C4B4CIC
7014#8270;B>4CF030B(48=B4;1B58=343827B>=

34A>)#(58=34B0;B30B#827CB=3B?A4274B=
34< (0CI0DB30BA48=(48=8B30B#827CB*=C4A
BD274F8A=D=3842 0%9)%,#34DCD=3B(0CI4B
464; F4=34C=1434=:;8273784>A< 34B(0CI4B384
>?D;0 30B8B0= 47 4AB8278< 4A8=6BC4U14A384
434DCD=384B4)234A:;RA0C 14=B>F4=34C
464; 34= 46A855)#(32 0;B48=4÷48=4AA:;RAD=6
143UA5C86B827E>=B4;1BE4ABC474=04==CF4
34A8BE=D=94=4A0CI 30BA48=(48=8B30B#827CB
1;>P3!43/,/')2#(64<48=C7 30BA48=(48=D=3
30B#827CB8=3=DAF48E4AB27834=B3AU2:45UA
48=4D=3384B4;1(0274 B>8B34A(0CI0;B48=C0DC>
;>68B2748=.)#(32B064=34AA4=C7R48=4;>P4
,>ACE4A:=U?5D=46:0== 0;B>0D27=827CBB7<5>;64=$34A4A
70C384434DCD=48=4B3AC48;B>
748P4AID5>;64=34A434DCD=34A>?D;0 8<*AC48;
B>E84;30BA48=(48=8B30B4"*%+330B)A064=34
34B#827CBD5 384B;48B4 FRA430==30BA48=(48=
D=330B#827CB14834F4=86BC4?=BC4=C4BCF0B
94=4B;B30B)A064=34384B40B30B4CA064=4D=3
<0= :T==C40;B30=E>=34< (0CIF48C4A64;0=64=
4CF08=34<<0= 30BA48=(48=0DB94=4<+4A7R;C=8B
34B(D194:CB4834A(D194:C8>74A0DBCA;4B4P4
<8C34< +4A;0=64=B4;1B4CCF0BD B48=303DA27
FUA344B=D=34< #827CBD=6;4827=3FUA344BE>=
B827DBB27;84P4=3DA2784B40BB48=E>< (48=
0DB64B27;>BB4=4B0D2748=36!2 FUA34 ;;48=
B>8B40B=8270C=334A(0CI8B0C;B>1;>P0;B48=40D
C>;>68644<48=C0B A48=(48=8BC304B30B(48=
U14A70D2B30;;4A38=6B=<8CC4;107A=40;;4+4A
<8CC;D=30B=827C (48=38=384B4(8==4#827CB
"0= 70C827=827C14A384B4(0CIID E4AFD=34A=
B>=34AE=84;<47U14A30BF>ID 4A0;B"8CC4;34A
O14A60=384=4B>;; DB 384B4=4A18=3D=E6>=
(48=D=3#827CBB>;;=R<;8273 0B%1$%.5>;64=
>27 F8;;827E>A74A>2714<4A:4= 464; F8;;94=4
;4827B4CID=34BA48=4(48=BD=334B#827CB3DA27
30B48B?84;4B46A855B&!.' 4A:;RA4=M 84
(02748BCF844AB8270DB3AU2)223/#(.)#(3 8=

87A4<=50=6L 84AF8A3 0;B>30B,TAC;48=/#(
48=64B270;C#8<<C<0= 384B D 8;54 B>FUA34 84A(0CI 30BA48=4
(48=8B8 30B#827CB =DA B>E84;48P4=
30B(48=8BC 84A0D5 34< 6464=FRAC86(40=3
?D=:C ./#(30B#827CB 14A 6;4827F8 4=34< =
50=630B)#(3 B48=34A(0274 F>ID 4A34A=50=6 8BC
=DA 30B=>27=8276)1+,)#(%(48=34A(02748BC=827C
014A 87A ET;;864#B827CB48B>=34A0 ;;4A38=6 DB27
87A(48= IF0A=8276 7A(48=D=14BC8<<C;48B4 F84
464; B827 DB3AU2 014A 87A(48=8=34A'T6;827
:48C8=34A%>C4=B>FUA34 84A(0CI 30BA48=(48=
8BC#(30B#827CB 1;>PB>E84;48P4=4B8BC=>27
=8276 30B F8A:;8274(48= 14A 414=30<8C FUA34 4B90
B4;1B 14BC8<<D=3=827<47A30B(48=U14A70D?C
B>=34A=30B 14BC8<<C(48= =R<;827 30B(48=8=?>
C4=C8=34B8BC<8C94=4<48=64B270;C4(#4=B27>=
48=U=5C864 BB=>27=8276 BC8= DBB8276 4BC4;;C
D=3<8C8;54384B4B#(64;0=60 ;B>464; ID<
%1$%. E>=34< 4A414=50;;BT27BD=14BC8<<C4A
F48B4 B06C4BB488=748C34A+4A48=86DE6=
#827CB=3(48= <0= <UPC4E84;<47A 064=4BB48
O14A60=6><#827CBE>< =>27=8276(48=ID<
F8A:;8274(48= B>30P0;B>8< ,4A34= =827CD=3
(48=4864=C;8287C4A48=8(4A34=B>=34A=30B
#827CB84;<47A %1,!22%F8A3 ;;48= 464; ;841C
384B0=645R7A4CB827 DBID3AU2:4=03DA27RPC
B827;;4A38=64<)A8E80;BC34=A(2748=48=4B=
64<48=4=6414=
"0= :0== 384B4(RCI4=4864=C;8=87C834AB?A427=84AB84
4CF0 UA 0;B274A:;RA43=34==
E84;<47A8=34B(RCI40=34=4=<0= 60A=827C7BC
B 8BC84F4==<0= ,0BB4A8=34A7>7;4=0=3 CA0
64=F>;;C4F>E>=<0= 0D27=827C7BC84 1;>P4A
148C4CF0 B4BCID70;C30=B827=8275 4BC70;C4=PC
F48;4B=827C 23 68;C784A BC0 34B%78;>B>?784A4=B
"0= :0== 30BB4;14>=34A60=I4= 464;B274=%78;>
B>?784 064="0= B>;;C4864=C;827A=827E>=87A
B?A4274=48;87A864=CU<;8274 E84;4=R;;4=
414=8=B>;274=D=54AC864 30=:4= 14BC473 84

=8274C8=<0;B>F48C3827B4BC70;C4B=B4=30P48=
*AC483,0AU14A<T6;827FRA4 D5 3840=64I486C4
,48B4 8=34B><<C 464; =8274CF00D5BA64=348=
14BC8<<C,4B=A34= B>=34A=DA0D534=0;;64<48=4=
46A855B4B,4A34=BU14A70D?C><8CF8434A=827CB
646414=8BC84B4B,4A34= 014AF8A5C827?7<B>5>AC
8="><4=C4 0DB48=0=3B4A30P4A0D5384B4,48B4
ID 34A0C46>A834A&D0=C8CR=C30<8CU14A70D?C
8=3840=C8B2740C46>A84=C0?54;U14A:><<C
84 18B7430A64BC4;;"C><4=C4 A48=4(B8=
#827CB,4A34= B8=3=D=384=5R=6434A/')+ F4;
274 464; 0;B384A48=B?4:D;0C8%78;>B>?784A:;RAC
<8C34A4BC8<<D=630P784AD=R27B3834344=>27
8< 4=:4= >34A30B 1B>;DC4>278=B48=4F86:48C
48=64B27;>BB48=384 344D=330B 1B>;DC4F4A34=
34<=0270;B6;48271434DC4=470=34;C>F84 4=
:4= F48;4B30BET;;8648C;>B8BC0;B834=C8B27CF86:48C
64=><<4= F8A3 0 B84384A48=4TCC;8274
34430AIDBC4;;70CF84B84E>A0;;4A48C>34A8=
F8454AB384=>271;>P8< %.+%. 8BCB>8BC384!>68:
8=$)%2%81=B827CD194:C8,EBB4=B270538 4344
8BC;>P=>270;B 344 =8270D270;B,8A:;827:480D=3
$194:C8E864BC4CICC14AB848B=827BD194:C8,EB
B4=B2705C$%-(8== 30PB84384A40;4,4;C 0DB
B27;TBBE484;<470;B34A01B>;DC4D=30;;4B40
;4=B8274AF48B4=3BC384 14=B>F>7;A40;4D=3>194:
C8E,8BB4=B2705C8470C=>2734='4827CD<34A
:>=:A4C4B>F>7;34AB8==;8270;B34A648BC864=
,4;C 0DP4B8278=34<014A0D27$)%2%8134< =027
5>;64=341%!,%)48; 4A:0==C8A3D=38=34<B4;14=
B8274AF48BC88=384;>68B274344IDAU2:6474=D=3
8=87AB48=4;4CICI4=AD=3 B48=,07A748C7014=3
B>4AB274830<8C384;>68B274;64<48=748C=827C
<47A0;B48=44B>=34A748C064=94=4=A40;4=4827
CD<B>=34A0;B34=B4;144=C70;C4=0;B6!(1(!&3%
;;64<48=748C (84B474=30P784A384!>68: 0;B34A
48=4=R<;8278340;)48; 34A%78;>B>?78434< 0=34A=
0;B34< A40;44=C6464=64B4F8IC3F4;274AB4;1BC
F8434AD=C4B8270 #0CDA?78;>B>?784%78;>B>?784

34A648BC864;=C 146A4858=4 !>68: 8B=CDA384A
I4D6D=634A=E>;;4=34C4$%% 84B4 AI4D6D=664
B27847=8=34<0=64=><<4=F8A330P384344>34A
F84B84=87A4<=50=6 748PC34A46A8553OP34A
46A853DA2748=487<B4;1B=F>7=4=3414F464=34A05C
F4;274414=F48;B84A05C34B1;>P4=4
6A8554BC380;4:C8B2748PC30P34A46A853DA27
3848 7<486=4380;4:C8B274#46D=6E>=94=4=4ABC4=
;44A4E=38=70;CB;>B4BC8<<D=64HD 8<<4A8=
70;CE>;;4A4=>ACB27A48=B470;CE>;;4A34AB?RC4
A4=4=CBC4714=303DA2730PB8438455AU74A487=4=
E>A0DB6474=34<4=C4 B827D=C4A64>A3=3440;B
0D5647>148=B827=C70;C4=4345>;64=34><4=C
8B=30BD57414=34=4B5AU74A401=4A4B8B=384B=DA
8=F8454A8=87<34A46A85B4;1B=827>=48=47T74A4
(CD54E>=%>B8C8E4=A48270C8<;4CIC4=><4=C
8B4CB384E>;;4=34C=34AF84B84D2764=0==E8A3
384B827B4;1B=146A4854=34=4 3840;;45AU74A=DA27
;0D54=4(48=BF48B40;;4"><4=C487A4(48=B0;B
0D5647>14=4D=8=B8270C
"0= B8474C30P4B384'4C7>3434A5AU74A%=78;>
B>?784=BCF4;274784A8=384/')+ U14A64CA06=4A
34=8BC;84 3>AC30B01B>;DC(4194:C9434(CD54B48
=4B(48=BU14A184C340P4BB827=48=4A>277T74
A4=%>C4=34A(D194:C8E8C4AC48BC86:48=34A=
=4A;827:4B4CIC8B4BID;4CIC;BA48=4B7 =827C
<47A>194:C8E4A34=T==4=34B0;B>60=I 148B827
1;4814=34BC474=1;48B1E8>;;()%134A3DA27F4A
B27843434=4<4=C4>34A4BC8<<D=647=8=3DA2764
74=3446A853=34<4AID;4CIC,%D=C4B827D5
=8<<C34AB827B4;1B=146A4854=3446A85B48=464;
=4==0D2738B4>AC14F46D=34B%'1)&&28=4=%A>I4F#DA8BC
$%1=C4AB2784F3BB274=34A#027
07<D=6D=334< $A868=0;84A8B34A=50=6B?D=:C
0=F4;274< 30B(D194:C8827D 48=47T74A4(D1
94:C8E8BC4864=34A0D5A8274748E8A:;8274A
64=B0C48=4F8A:;8274BB>=0=ID=3<0= 146A485C
0D5384B4AC48=4(C4864AD=6AC 8=34A464;B274=
%78;>B>?784A7R3827 34A=50=6B?D=:C464=30B

87< >;64=340;B48=1;>P4B"8=DB 0;B48="0=64;
48=444A4 384 4A5U;;DC=38=B>545A=48;8027B!44A4
0D5647>14=F8A3014A4B6810148B>F4=864CF0B
ID U14AF8=340;B148 34AU;;D=648=4B44A4=45R
P4BID U14AF8=348BC4B647C;0148 0;;4B60=I 5A843
;827ID IF8B274=(48=D=3#827C8BC48= 464=
B0CI384CD=48=0=34A827CB4 O14ACA06D34B4
6A855B9%: 0D5384380;4:C8B274AC14F46D=F6>
60A:48= 0<?5 B>=34A=DA48=48=CT=86148=07
48=B27;R54A=34BCB27A48<C4=;8278BC647TAC
3074AID 94=4<"8P1A0D2774A,>AC4 34A148464;
0;;4A38=6B8=B47A6A>P4"BCC48;BC34="0=64; 34B
6!(1%. %"%.2ID E4A14A642=7 F8;;=827C<B47A
B064=E>=34A0D27784AF8434A:47A4=344AF427B
;D=6E>= 430=:4= D=3 46A855+>= 34< %$!.
+%. F4==4A=R<;827U14A70D8C384B4>;64 B827
48=;RP:0== <0= B064=4A6474>34A14F464B827
3DA27384B">4<4=C4 78=3DA2014AE>< 46A8564
B06C8B4CB=8274CF048=4U7=4 B>=34A=DA48=4
5A>BC8"46C0?74A+>= 34< 4"*%+3146A48B8273 0P4B=827C
BC474=1;481B70C48=48==4A#TC86D=6
U14AID6474B=B$194:CD=3B>ID6;48278=B48=4A
(D194:C8E8BC8R0D BC4864A=14A 48=;44A446A855
F>5UA464; B4;1B30B(48=4A:;RA70C30AD<F48;
4A48=;44A48BC=>27:48=4#TC86D=B827ID 4A5U;;4=
#827C34A46A854A5U;;BC827B>=34A=34A430=:4
3 7 82734A%78;>B>?784A4:034= 48=43UA5=8B
4<?58=34=E>=34< !44A4=ID< A5U;;C45>ACID64
74= 14A 30 3>27=DA34A430=:4 30B14B44;4=34
%A8=I3384B44AF46D=6 8BCF4;274 UA6B2705681C
4B6464=,8;;:UA F0BE4A78=34BC%78;>B>?74=
D< 48=4=46A855D=C4AID1A8=60D27F>7; <8C
48=4<1;>P4=#(%). E>=#>CF4=386:48>34AD<64
:47AC<8C48=4<1;>P4=(2748=34B 46A855B827ID
146=U64=
84 34=C8CRCB?78;>B0A78C34=4ABC4=
(27A8CC84=34A#0CDA0;B>8=34A(?7RA434B<?8A8
B274=D=3B><80CD2734A=B270DD=6464; 70C
?"%134A#0CDA?78;>B>?784=41BCA0:C48: 0D5

10D4=F>;;4= ;;48= 4A70C3>AC78384'4C7>3434A
#0CDA?78;>B>?78464=><<4=4B8B;4827C1D 4A
027C4=F4;274 AIFD=64=7483C3DA27=CBC474=
<DPC430P4A384'4C7>34 F4;2743DA270D#BCDA
ID< =70;1D=3#0CDA0=B270DD=646;48C4A8=
70CC84=B,/: !>68B274A7414F>;;C4384AIFD=
64=7484C=CBC03C3DA2730P4A384B4>A<4=34A
=B270DD=6E4A;4D6=4EDPC4D=33>27B814BCR=386D=C4AB27>
3074A4B0D2748=460=I A827C864=44A
:D=6D=3D=B27F4A=4C342:D=6BC30P 464; B27>=
<8C34< 4ABC42=7A8C3248=4A68: =B270DD=6E>A
0DBB4CD=C3>7=4B84D=C4AIDB2784:48=4=
(27A8CCD=T==C4
84 0;C44C07?HB8384B827DBE4AB278434=4=
,8BB4=B2705C4D=510DC74CCD4A0;;64<48=4=
AD=3;0648=48BB4=B2705F4;274414=50;;B84
46A8554DA0;B 46A8554D< =70;C70CC4844$=C>;>
684 464;= B27F41C448B48=4A68: =827CD=34A4B
0;B384B4$=C>;>684>A384%1U14A384B27;427C4
>A< 4A7414F>;;C4384B84 8=34A>;558B274=
%78;>B>?78447017C0CCF4> 384E4AB278434=0C=4
6>A848=48=4<<47A>34AF4=864A;>PID5R;;864=
<47A>34AF4=864A;48276U;C864=14= D=3#027
48=0=340D564BC4D;=3016470=34FCDA34=A BD27
C4384B4A741D=6D 14F4A:BC4;;8634D=A27=F4=
3D=648=4'4C7>34 384 5UA48=4=60=I 0=34A=
-F42: 5UA40;4%>C4=I4=A5D=34F=0A 0D5',/:%
46A8554=4=4A48=%"%. 48=4=4A4TC86D=6
IDA>AC14F46D=E4A6414=4B=ID70D274BED27C4
"0= B8473C0P784A8=827CB201?.',)#(%28BC5UA
384B4=F42: FRA4384'4C7>34=844A5D=34F=>A34=
(848BC784ACF0B=DA.U=BC;827=364F0;CB0<=64
F4=34C4B14A U14A70D?2D5384B4$=C>;>684D
AU2:ID6474F0A48=U2:B27A8CC
= 464;B!>68: 58=34<C= 0;;464A034D 2%).%-48C60=610A4=
D=348=<0;E>A70=34=446A8554
9434=0;B"><4=C 34A01B>;DC43440=48=4A4
BC8<<C4(C4;;40D564=><<4=B 8B30<8C384%AR
C4=B848=4E>;;4=34C4(HBC4<0C8B84A3D=34A

=B?AD27E4A1D=343=0P0;;4 46A8554<50PD=3
0DP4A4< A48B34AD<50PC448=0=34A4=AT6;827
B48,4== B827=D=014A46A8554D5I48648=4P4=
E>=34=4=94=4B=HBC4<=827C=48P>34A384=B=DA=
48=4<60=I 0=34A40;B34< 427C4(8==8=B827D5
ID=47<4=FDPC4=BC0C48=4B<?0AC84;;0;;4B<8C
6;48274AA427C86:48C5=47<4=34(=HBC4<B4A34=
F8A0;B>=DA48=?0AC84;;4BA=B7014=30B4=CF4
34A=DAB>;27446A8554D564=><<4=>34A384=0D564
=><<4=4==DA8=34<).. 0D564=><<4=70C8=F4;
274< B84B827=8C34< 48=<0;B27>=E>A0DB64B4CIC4=
(HBC4<E4ACA06,4=86BC4=B0 F> 30B(HBC4<0D5
384T74A4=414=30AD<34< "4=B274==R74A;8464=
34= 0D5384B8CC;827743A4;868TB46A8554><<C
30B8=87<60=I F8;;:UA;827=4AA4=:D=648=84B4A
;R=6B=E>A64F>A5F4=>A34=
"0= <T27C4E84;;48275AC064=F> 34==3845AU74A4
%78;>B>?784=$AC>34A384(C4;;45UA84846A8554
0;B%'1)&&%4701C014"0= :T==C484=:4= E84;
;48278B4CBB>60E>A6464144=>A34=384B%78;>B>
?7847014545UA384!>68: 5UA8440;;64<48=4=0C46>A8
4= 5UA84846A8554;BB>;2744=4(C4;;464701CUA
46A8554384430B40;4 =>270DP4B827014=70CB4=40;;4A38=6B
:48=4(C4;;434==B84F0A F8464B06C
<8C87A44ABC(27A8CC4=34A#0CDA014AB4468=6
414=8=34A#0CDA>A1CB=D 34< %D=:CF> 30B3DA27
38460=I4#0CDA78=3DA276460=64=D=HD B827644
:><<4=4 B827B4;1B1C4B8CI4=(4194:C30B 27
IF0A=827C47A3845AU74A8=34A#0CDA>DAU2:64
;0BB4=4'><4=C4 B4;1B4E>7; 014A38446A8554
34AB4;14D=3IF0A!,2 46A8554=48=34C8C34=4=
30B4FDPCB48=D=F84<8C48=4<60=I E>=34= 8=
64=D=017R=6864=B8CB270;CD=C3F0;C4D=3B84
=0270;;4=(48C47=8=0=F4=34CD5 384B;448B4
:>==C4F4=86BC4=4B4; 7TA4=0=F4;274A(C4;;434B
(HBC4<B84446A855BF4;C87A460=I4="0==8650;
C86:48D=3BHBC4<0C8B>;7BCR=3864B=48=0=34A
B4CID=8=30B0=I4 48=CA4C4>==C4B>60384
>A<4=34A8=B64<48B>64=0==C4=68: 60=I B>

F84384#0CDA5>A<4470=34;B474= 48=4=0;>
684E>=34A464; B4;1BC4=86BC430B F> 4AE>=
34= 86DA4=34A(27;UBBA434C41A0D27<027C
 84A F> 384D=4=3;8274>C4=3843DA27384#0CDA
78=3DA276460=64B0D4ABB38274;1B6464=BCR=3
;8278BC F> B8487A418B74A194:C8EDB48=0=34A64
;46C4$A60=8B<DBD194:C8E 4FDPCB484=C50;C4C
0;B$A60=8B<D24A4A=D=5C84F0A8=48=4A3?1
,)#(5>ACB27A48C4F8A;827E>=E>A=0=50=64=34=
%78;>B>?784A48=I86$AC5UA3846A8550;B B>;
274 384B:4>==C45UA384827C=34A0;B F84384 TA?4AF4;C34A
384%5;0=I4>34A F0B8A64=B>=BC
8=34A#0CDE>A:><<C=DA464=BCR=348=4A48=
0?A8>A8B274A;48CD=6=33074A5UA384827C74A
30 B48=0;B F> B84D4ABC=384,8A:;827:48C48=CA4C4=
 <8C34< 4FDPCB48=0< =34 34A#0CDA?78;>B>?784
D=38< =50=6 34A48BC4B?78;>B>?784384B4A
(C4;;4B8=3384 46A855B4;1B0D27F8434ACF0B
F8A:;8274$194:C8E4BR7A4=B840 F> B84464;
0170=34;C=DA4CF0B(D194:C8E4B=BC;827194:C8E
 4<027C4BB8=384 46A8550;B B>;274 G8BC849A4=
34A)0C=8A64=30;B8< 4FDPCB48=B8=30;B>>1
94:C8E4=><<4= .!#(34A#0CDA=8275/1 34AB4;14=
 464; =07< B84E>=87A4A0CUA;827(C4;;478=F46
8=34<4AB840=34= =50=6 34A%78;>B>?784CIC40
BC4;;4C34==38401BCA0:C4B46A855E>A0=;4A
34= 0B48=DBF 1BCA0:C014A:T==4=3>27=0CUA
;8274AF48=B827C74A30B48=5UA,8A:;827:48C464
70;C4F4A34=0;B30B8BC F>E>=B8401BCA078B9AC3
48=;4A34= :0== =827C74AB48=0;B48=;4A34=34B
48=0B48==827C74A0;B48=0B484=34B,4== 464;
384%78;>B>?784<8C0=50=6448PC30P<0= B827
60=I 8=30BA48=4=:4= IDAU2:I847B>70C4A30<8C
30B,4B4= 34AF07A705C460C8E<34AA48A0C8>=0
;4=%78;>B>?784455;827B643AU2DC=3F8A:T==
C4=87< 5UA34=14I4827=4=34DB3AD230=:10A
B48=014A384B4BDAU2:I84748=30BA48=4=:4= 8BC
14887<=827E>=34A60=I4=%78;>B>?784<48=C34A64B06C4A
F8;;D=B30<8C=DA5UA48=4!>68: 64

F8==4=8=34<4AB827<8C34< 14B27R5CF66=827C
1;>PE>A34AF8A:;8274=B>=34AE=>A0;;4A#0CD2ABC
B B8=3=8278384464=BCR=3=84A384!#(%. F84
B840?A8>A8A48=4=4:4= 0;B>)- 46A85B827
30ABC4;;4B>=34A3=4A46A85B>;;F8434A=DA34=
46A85B< =70;C7014=#DA30B4=:4= 30B1;>P4
46A855B< =70;C70C=4==C4AD=3=4==4=B48=4
=7R=64A1%).%24=:4= (8278=B4=:4= IDAU2:I84
74= 748P87<=DAB8274=CB27;84F41=4A30B4=
:4= ID 34=:4= 0B :0== <0= 014AF4=86BC4=8827C
F8A:;8274B=:4= =4==4=,8A:;8274B4=:4= 8BC
F>3DA274=34< 4=:4= =C6464=BC474=3=4BA
FD=34=F8A3,> <0= =DAF84434A30B4=:4= D=3
IF0A30B01BCA0:C4:4= ID< =70;C70C70C30B
4=:4= =827C1B U14AF8=34=464; B4;1B1C4
B27A483=824B4F46D=63DA27;>P41BCA0:C8>=4=
F84(48= ,4A34= DB50;B48=44F46D=68< A48=4=
3 7 F834ABC0=3B;>=B27=4A0B +4A7R;C=8B4CF0
F845>;64=34B84 %>4B84== I 48=?>4C8B274B
4<UC8< +4A7R;C=8B38< 0<?5 <8C34A;8A:
;827:483ABC4;;4=70CB8448=4=F8A:;827>194:C8
E4= =70;C84 %>4B84== 014A0D2738 4%>4B84
U14A70DD=C38=01BCA02C=> 464=BC0=3014=
%>4B84U14A384%>4B84B48='0=274 D=B4AB4A64
=0==C4A><0=C8B27427C47A0CC4=B=84F48C464
1A027C;BID 48=4B>;274=4A74AA;827D=4%>4B84DA2384
%>4B841 4A =84<0=370C384B%>4B841 4A
384%>4B854UF8A:;827%>4B8647 0;C4=
464; 507A;B %'%.2!39B48=4A70D?CD=630P
34A46A8553 0B48=I864 0;4 B48384'48=D=60= 30P
384,07A7480D52)..,)#(%1'40;8CR1C4AD7484B
:T==C4014A=DA30==B48=F4==34A46A8554=4
U14AB8==;827=7384 48=I864U14AB8==;827=7;48CRC
FRA4$554=10=A8<<C464; 384B= 84B4 ==07<4
BC0<<8=64A0348=84E>=94=4A0=C8B2740=1
=027F4;274A>CG=DA48=+4A=D=5C146A485=+4A
=D=5C83B4C4< 46A85BC47C014A=8270;>P30B
B8==;8274 0;4 B>=34A30B40;4 U14A70D?C=F>7;
30BB8==;8270;4B30BU14AB8==;827=4C6464= ;B

48=I864;=834AB?AD27>34A)034; 6464=384344B48
=4A1>68: 34=:C B827464; 34= 30P384B4430=:4=
.41 430=:4= B484=30 34A F07A4470;C=DA8=34A
B8==;8274;07A=47<D=6B48;;48= $!5/. E>=34A
B8==;8274;07A=47<D=6 8B0D27784A=8270384
'434 B 8BE>7; =8270=34AB B064=0;B30P34A
=70;C34A7T27BC4;8BB4=B27053C4A%78;>B>?784
34A)0C=DA%$!.+%. B484D=330PB84B4;1BC384=DA
3DA27%.+%. IDBC0=34<<4=34 ,8BB4=B270BC48
#8270384B40BB>:0== 64C034F4A34=30P34A=70;C
34A%78;>B>?784 430=:4= B484=B>=34A30P34A
464=BC0=384B44430=:4= =DA34A46A85534A4
6A855B484=464; :0== B8270DP4A46A8554=DA=>27
B8==;82740;8CR3C4=:4= F0B>554=1048=4P4C8C8A8=2828830
I >CC=8270;C>P4A46A85D=3
3>270D27=82748=4B8==;82740;8CR8BC464; 14
AD5B827>5C30A0D5E>=94747014<0= 64<48=CDA
%78;>B>?7847TA4E>AID6BF48B4:4= >34A#027
34=:4= ;;4A38=6B014A30A0D5B>;6C=8270 30P34A
464=BC0=384B4B=:4=B =DAF8434A30B 4=:4=
B4;1BC34A34A46A858BC14=B> M 4A*=C4AB27843
34B'4=B274=E><)84A14BC474DA8< 4=:4= L
84B0;BA827C864=><<4= 1;481C34A=70;C384B4B
4=:4=B 60=I D=14BC8<<34==34A4><4C4A34A
B8==;82E>ABC4;;108A6DA4=34A#0CDA5>AB2734A
B8==;82744464=BCR=384A46414=748C434A)74>
;>6 34A>CC0;B48=4U14AB8==;82704;8CR14CA027
C4F8A330AD<=8270D6414=30P4A=82704=:4
F48;34A=70;C B48=4B=:4=B =82734A A48=446A855
8BC
= 3848=I4;748C434A464;B274=!>68: =D=:0==
4B=8270D=B4A14B8270B48D=B=>27F48C448=ID;0B
B4=,0B D=B4A60=I4B=C4A4B4A4A46BC30B(HBC4<
!,2 !.9%2 464;B !>68: 8BC=14ID60D530BID
6AD=38464=34(HBC4<8=B>544CF0B60=I -D5R;;8
64B0;B4B=DA0D5B47A>B448B4 <8C874IDB0<<4=
7R=6C4A 3841;>P4!>68: 14DAC48;4A70C30B(H
BC4<B4;1BC=8270C4DAC48;C3 F4AE>;;4=3B=DA
6464=48=I4;=4%D=:C384B4A!>68: ID 4;34 I847C

=D=50014A384A0648B4C14=6)%B848=384B44CI4
64:><<4= B48308=34A,4;C >554=10A=274CF0B
0=34A4B=34CF0B%(10;B1;>P4+4A=D=50C90
B>60ACF0B14A384B(27A0=:4=8=0DBBCA414=34B
84 0D?C01B8274A464;B274=!>68: D=334B
B4=B84B827E>AIU6;827U7<C8BC30PB848=87A4<
;4CIC44BD;C0C8434DCD=64AB?4:D;0C8E74>
;>6840==47<4 3 7 30PB848=4864=C;827>4
BCAD:C8=A344 >CC4B=330P34<=027384B434A
30B1B>;DC4148874=8270C8=41;>P4+>A0DBB4CID=6
F848=34< D=<8CC4;1D>A0DB6460=64(4B=C4<
B>=34A=4B4=C;827=4BD;C0C848 8B30<8C34A
5AU74A%=78;>B>?748=3>??4;C4+>AFDA654<027C
70CB8430B1B>;DC4BC0C8146AU=34C4BD;C0C
0;B1;>P4D=146AU=34C>A0DBB4CID=670CB84
30<8C?"%1(!4034848=4+>A0DBB4CID=67A4=384
464;B274%78;>B>?78827 14AU7<C384=827CB27;427C4A38=6B
=827CE>A0DBB4CI4E34848=;;48=
F0B30B;4CIC4A14CA855C<DPB827464; 8=34<4A
3841>68: 8=94=4<4A7014=4(8==0;B3844ABC?78;>
B>?78B27/4BB4=B2706D5BC43;C1434A64<48=4=
;>68B274>A<4=14384=4=>7=4B8464A427C54AD86C
7014=3 7 4A<DPB84E>A0DBB4CF84A I B06C
30BA48=(48=8B30B#827CB>7=48< 64A8=6BC4=4A
3844434DCD=384B4BB827DB64F84B4D=7014=
14A >554=10B8=34B=827C;>P384;>68B274>A
<4= B>=34A4BB8=3B>I84<;827 0;;4 46A8554384A4=
F8AD=B< 64<48=4=414= >7=4F48C4A4B27434=
:4= 14384=4=D=3>7=430PF8A5UA=TC8784;C4D=B
F464=34AB4;14D A427C54AC4B8=3B>I84<;827
0;;4 46A8554384B4AC34A4=0D27464; 6;4827 0=
50=6B827 14384=C384A0;B>5/1!422%393A BC4;;C
B827 5A48;827 =50=6 =DA=4=86ID E4A;0=64=0B
6;4827B0<827C4A434 F4AC8BC3>8=70;CB;=B4
30B(48=U14A70D?30P<0= 6;4827B06<0A=827C
D<78=:0== 4B87<IDID6414= 4A 464;B2744
6A855BB34A8=38B274CC;8B27=D8=B48=4A8CC4=
=:0A=0C8>34AB8273 4< "07010;0 34< A84B4=705C4=
UABC4=4A8=BC4A=6;4827B06;B34< 48BC34A

*=F8BB4=7484C=C6464=BC4F;;(274A384$14A74AA
B2705E=0;;4=3A484;C4=4A;0=67C84B4<4A
B2748=4CD4ABE=34A4BC0;48=4B48=4=IF4A60A
C864=A07<8=4=D=318CC84C=DA< 3A48DP!0=3
3843A484646A8554(48= #827CB4A34= :0D< 70C34A'84B384B4
64FR7AE>347=C3827A4F4A6ID 48=4A
D=6474D4A4HBC0;0DBA48P<8C48=4<(27A8C384
A34 34= 8<<4; <8C34< 0=34A0=B827D=38BC
414=8< 46A855<8C34< 3A8CC04=2738 4T;;4 ID
D<50BB40;B34A84B4B827<ID UP4=F8A50=3
34<UC86384'027C34B7T27BC4>CC4BA:4==C34A
=D=B48=4AB46C>P<UC86<3844AAB2705C
'4827 34A8=BC4A=B4ABC4B827D=C4A%).%$14A
74AAB2705C4A;RP8A F>;;4==D=0;B>ID6414=
30P3843A484646A8554(48= #827CB4A34= =827CB
<47A0DP4B827F>A0DBB4C04=330PB84884ABC4=
A48=4=430=:4= B8=314A384B446A8557014=
=>2748=44BC8<<D=6=B8274 8=48=4B3A4ABC4
48=434A4IF48C48< 60=I4=B8=4B3A48D=3384B4
A48748F8434A7>;B827=34A>;64 F> B27><47A
'0D< 64F>==4=8BC8=8<<4A6ATP4A48<4=B8>=4=
464; B4;1B8C?A827>5C4=D6E>=34A8<<4AB827
F8434A7>;4=3A486;8434A884C48;D>=34A)A8
27>C><834A46A8554;84 :><<4 827=D=014A30ID
784A< RDP4ABC04=3 34A%78;>B>?7B4 B84=>27
:0D< 34="D=3 0D5CD30A5<8C"U74 =DA;>ACD=3
'434 58=343C4= 46A855'(, 0=IDF4=34=
14A 0DP43484B4<0;;64<48=4"D7< =827CE>A
0DBIDB4CI4=8=38I84B827=4%78;>B>?7=8427 34=
14B>=34A430BE>A74A6460=64I=BC4<30A8U14A
CA>554D=7014=30P384B4<30B1B>;DC448=41;>P4
+>A0DBB4CID)=1014A48=4BD;C0C48=AI4D6C4B46AU=34C4B
B480A8=;846CD=48="8PE4ABC0=34=
827:UAI;827DB48=0=34AB4C8;;=84)%F8BB4=
B>8B04=4<(HBC4<30B1B>;DC40;B DB60=6B?D=:C
0;BC4A<8=D6D>1%).%(D194:C4A034B>F84
464; B06C384F07A7054CABC458=8C834B1B>;D
C4=B4830B1B>;DC48BC30BA48=(48= B>:>==C4827
B064=384F07A7054CABC458=8C834B1B>;DC48BC

B27>=64B06C30B3>??4;C4A34= BC014A3841>68:
384,8BB4=B2705C=34AB8273846TCC;8273744)-
",/:%. %.+%.E>;;4=340B><UPC40= 4AF0AC4=
30P=D=3841%78;>B>?78%2#(,/22%FRA4>34AF4==
B84F48C45A>ACB27A3C4AC>4AC60=6DA>278=48=4A
60=I0=34A,8BB4=B2705B0C8:T==C48=F4;274A
=827C47A1;>PE>=34A$%%3841434 8B0F848=34A
4ABC44464;= 014A8BB3841>68: =DA48=)48;34A%78;>B>?7884
34470B827;>68B2E>;;4=340C=3
=D=B>;;B8273841B4;143444A40E>;;4=34=4== %2)223
$)%$%%3841434=O14A60=6=3841#0CDA027C 74
827E>=3841B4<O14A60=6434F8;;827=>2748=4B=
34A4)034;B4AFR7=4F4;274A34< 34=C8CRCBBHBC4<
E>=B48C4464;B 64<027CF>A34=8BC4A 414=14
AU7A6<4AFDA5R<;8278=34AE>A0=6460=64=%78
;>B>?7884B4830B1B>;DC448=4;>P4+>A0DBB4CID=6
64F4B4=FDA340D27B>0DB643AU2364B%78;>B>
?7847014B8278=14CA435B1B>;DC40=BC04B0D5
34< ,464 34A,8BB4=B2705C014F48B40D5384).
3%,,%+34%2,#(144.' 14AD54E>=34A<0= 60A
=827E8BB4F0BB84B4864F8FB4801 4A30PB84=827CB
,8BB4=B2705C;8274B>=34A4CF0B;>P(D194:C8
E4B0< =34 E84;;4827=DA=38E83D4;;4B=464
F8BB4HBC8B274CD8C834A4=B827=DA48=8641
6U=BC86ACH7<4=<8C34A4=>A6414<0= 4BB827
0;B>8=34A,8BB4=B27054@D4<0274=:T==C4
84A8BE>A0;;4< ID 14<4A:4=30P8=34A4ABC4=
DA:D=3;8274GABC4;;D=34A34=C8CRCB?78;>B>?784
34A48=I864=F4;27434A*A7414A0;B384BCA4=68B
B4=B2705C;8274947404=4A:0==7DC 30B,>AC8=
C4;;4:CD4;=4B270DD=61 .)#(3 E>A:><<CD=3<0=
34<94=8644=48=44;>7=D=60DBB4CI4T==C434A4B
8=87A4=C342:C406464= 8BE>=8=C4;;4:CD4;=4A
B270DD=6;4A38=6B4ABDAB?AU=6;8274434 8=
48=494=4A0ABC4;;D=E>A0DB6460=64=1470=3;D=6 14A 6)%
8B8>AE>=87A384434
*< 384BD 4A:;RA4<DP8270D5384434DCD=64A
8=C4;;4:CD4;=4B270DD=6648827C4DAU2:6474=
4== 30B,>ACB27A48B8827F0AB27>=E>= 0=C

384=F4=3D=6 34BB4;14 0 14A 0D5 34= =50=6 34A
%78;>B>?7 B27A48 B 2F >= 827C 74A 827C 4A4A
;0=6C 4D< =50=6 48=D=<8CC4;14 0A 8BB4B84B4B
F0A87<30B27 34BB44AB827 DA27 8=C4;;4:CD4;;4
=B270DD=6 0;B48=4B=<8CC4;14 0A 8BB4=3 7 0;B
48=4B=IF4854;705G 8BC84A4=3 4AB8274A=;;C4
4A DB3AD234A 8=C4;;4:CD4;;4B270DD=6 0A
414=30B<8C D=<8CC4;10 4A 8P748C DB64B?A>274=4
M 2718=L =C4;;4:CD4;;4B270DD=6 DA34 4A:C
64=0==C F48;784A=827C F848=34AB8==;8274=
B270DD=6 D194:C D=3$194:C 48=0=34A4B>=34A=
30BB4;18 BC#D=B064 8278=34A0=645U7AC 47=0=3
;D=6=8270 30B27 F844B8=34A 8=C4;;4:CD4;;4=
B270DD=6 BD=<8CC4;14 0A 8BB4B BC>=34A=30B
3DA27 1BCA0:C8E>=34< (D194:C 8=34A 8=C4;;4:CD
4;;4= =B270DD=6 4F>==4=4 30B0DB34A 8=C4;;4:CD
4;;4= =B270DD=6 0%1!42'%./--%.% 3 7 0;;64
<48=4 14BC8<<D=6B;>4B'4%+3 "*%+3 30B8=B>54A=
=D=827C 47A48=D=<8CC4;14 0A 8BB4B BC>=34A=
74A0DB64=><<4 0E B34A 8=C4;;4:CD4;;4B270DD=6
=DA>27(0274 34BA48=4=430=:4=B B48=0== 384B
4ABB4 34A=50=6 34A>194:C8E4E>=0;;4A(D194:C8
E8CB4 5A48C 47=8;>B>?784 827C 70CC B4 27 0D5 384 8=C4;;4:CD4;;4
=B270DD=6 4AD54D< 384 G8BC4=I
34B27 ID 14F48B4F84:>==C4=D=B48#0275>;64A
<8C 34AB4;14 8=C4;;4:CD4;;4B270DD=6 384 G8BC4=I
34BB41 4F48B4F>;;4= F0B60A=827C 47A30B27
B>=34A 30B01B>;DC(D194:C $194 8BC0B 4F48
B4=34 34A 8=C4;;4:CD4;;4B270DD=6 =14ID60D5 30B
27 ;8460;>P8=87A4A<8CC4;10A:48 8CM 2718=L
8BD=<8CC4;10 4A 8P748C 014A 0D27 8< M%2 8BC 30B
0;;64<48=4(D194:C $194:C BC30 8B900;;4 A05C 34A
=<8CC4;10A:4 E 8CA;>A4< G8BC4=I ==C4 4B
30148 60A=827C 47AID CD=B48=B>=34A=DA D< 34=
A48=4=70;CD< 30B,4B4= 34BB4=F0B8=34A 8=C4;
;4:CD4;;4=B270DD=6 4=C70;C4 0A 0B 27 8B=CDA
48=14BC8<<C4 6A A855 48=4 14BC8<<C4 A< 34B(D1
94:C $194:C 3B4B 8>;;0164BCA4 8 5C 34=30<8C 30B
(D194:C $194:C 14A70D 0;B34A,,'%-%).% =70;C

30B;>AC:>==C4;=87A=827E>A:><<4= 6%),B84
=8270C3BD< =34 645U7A0A 4== 30B1B>;DC4
=0==C94=4%78;>B>?7=4A384148B827BC474=1;48
14=342%)%.$%6>=9434<>AC60=D=354A=4A4<
 =34ABF4A34&1%)'%201/#(%%C4=I84B4F0A30B
!4CIC4A48=4%24,3!3 0B 3DA27D=I4).$41#(
'%(%.$%014A=0==C94=4%78;>B>?7=4270B1
B>;DC4>=34A384 01B>;DC34=C8CA4C4=D< 9434=
 430=:4= 0=48=(D1BCA0C48=4(D1BC0=D 4=C54A
=4= -DA(D1BC0=D< %)%.$%F8A34B414=4ABC
8<;4CIC4=><4=C 34==384 60=I4 4F46D=6 70C94
=DA3841B827C30B(484=3430B F0B BC0;B30B
(484=34D 7014=F0B8< =50=6 34A414=30AD<0;B
 =38554A41=I4827=4CDA34D=<T6;827F0A +>A74A
8B4C3=827C6/5/. 8274 8=4=46A857014 B>=34A=
B4;1B=CDA34= 46A856;;4B(484=34=0;B48=4B>;64=
34= B 8B30BF0B=84F0A 30B B>F84B643027C
F8A3E4AB27F8=34=38<<4A=DA8< >;64=34= BC
014A0D2730=DA0D564F8BB,48B4 8BC0;B>4AB8<
 =34 4864=C;827C 0 0;B>=8<<C4B0D274AB34=
#0<4= 34B(484=34=B>F84 4=34B1B>;DC40=
,>7; 01B827C;827C0B3270AD<3844ABC40ABC4;
;D=6;0DC4A>;2740A1BCA0:CD=B3AU2:4F8401B>
;DC4=38554A401B>;DC34=C8CA4C384=CDA4AB8C=
B?RC4A0=ABC4;;D=64A;0D1C40= B827F84;;4827C
0DB48=4A>ACE>= >=34BI4=34=I5UA8494=864=4;274
B27;427C4A384=6(D1BCA0C4A;0=6C40=D27
6;4827 4= DB3AD230B1B>;DC48< =50=6 ID
1A0D274=
 14A 8=34<827=D=3848=C4;;4:CD4=;8270DD=6
8=$%-(8== 8=F4;274< B84=8A464; IDB27841 4=
F8;; IDAU2:F48B4>5>;6C30A0D=B27C30PB8414 8
<8A=8274C8=40=34A434DCD=60CC4=38=384B4A
0;;4A38=6E>=<8A0D2794CE>2754BC6470;F8A3
 4=4B01B>;DC4F46;8274 E>=34< 827B>414=
B?A0230B5>ACFR7A483=34A4B8BC8=:48=4<
"><4=C B8274BC70;C4=C30B4AB8<;4CIC4=>
<4=C14<4A:4=(843848B4=DB3AD2F>7; 30B4ABC
8<;4CIC4=><4=C F8A:;8276430270C8A3F84E4A7R;C

B827384B4F46;8274ID 34< 4=:4= $554=10A
=8274C8=<0;0;B4864=C;8274C64=BC0=34BB4;14=
34==D=C4A64=BC0=E4ABC47C 4CF0BC8;;70;
C4=34BC8;;BC474=34B14=34B#8274864=C;827
464=BC0=3B4CE84;<474A860=I4,8BB4=B2705C
78=3DA27841;>P4!3%1)%34B4=:4=B 34==30B
F8A:;8274=:4= RDP4B8274=DA8=34A5>AC64
74=34=4BC8<<D=6D=34BC0;CD=384B4B=B827
*=14BC8<<C4384B4EB4B827B4;1BC48274=8<<4A
48==34A4B4A34=34= 84B44ABC*4C4A;064384B4
F07A?A8<0<0C4A80;4B4=:4=B :0== 3074A=827C
30B4864=C;8273027C4=8278=$%-(8== 43027C4
B48=F844B3848=I4;=44BC0;CD=86C4== 30B
4=:4= 14B27R5C8B6C34A4BC8<<D=6384B4'AC4A84B>34=:C
4B=8270=384B*=C4A;064;1BC
B>=34A=DA0=384B446A855B14BC8<<D=384B8=
B878=48=B4CI8;370D4A)>= B848BC;B>30B8<
4=:4= 3>274864=C;827=8270430274 8= =827C
34=:4=34B4=:4= F8A3014AF>7; E>=48=4<0=
B270D4=344=:4= =827F48C4=C54AB=48=D=38=B>
54A=647C48=4=:4= 34< 48=4=C4;;4:CD4;;4
B270DD=94'14.$%;8468C3DA27384B60=I4%78;>B>
?7847 8=3DA27F7843DA27384 4><4CA84=F4;274A
384RDP4A=4B270DD=64A86DA3840=34AB27F0A
I4=)054;>34AB>=B4C4AI4827=4BC4C=DA34A)AR
64A48=48=4=4AD=3648BC86B=C84B0;B>B4848=4A
0;;4A38=6B=B270DD=6B;>B7=;>B>?7864=U14A
64B06C
464; 0;B>D< 0D537=IDAU2:ID:47A4=F8;;30B
1B>;DC4744A4BID< %A8=I8=8<<C0;B'4BD;C0C
48=4A8BB4=B2705D=3384B48BB4=B2708BC14=
3841>68: ;B> 384B60=I4,8BB4=B2705=3DA27BC
3843448< ,4A34= *=C4AM 344IE4ABC4DC27464;
30BID +4AF8A:;8274=3430B8< 60=I4=+4A;0D54A
34=34D=3 4F>;;C4 4B8B8848< =50=6 E>< A48=4=
(48=0DB64B27;>BB3=44 3840=34< (48=6;4827B0<
I47ACF0B414=3DA27384778=48=64B4CI8A855B14
BC8<<D=64=4B27847=C2734<B84B=D=60=I0D5
64I47AD=38=B827E4AF0=3470C8BB84B4;1B=C0

CUA;8274%16)1+,)#(3444 84B40< =34 34A
!>68: E4AF8A:;8273448B64=0D414=B14BC8<<FC8430B
1B>;DC40< =34 34A34=C8CRCB?78;>B>?784
14BC8<<FC0A 0;B(D194:C$194:C0;B 8=7483B4B
4=:4=B D=3(48=B34B340;4=D=3'40;4= DBF
14A !,2 384B>E4AF8A:;8273B4B84414=B27>=0D5
34A1%.9%34B1;>P!>68B274=0;B>8BC83C374=C
F434AU14A70D=8275>ACID6474=34A=DA0DP4A
70;1384B4A4=I4 B>30PB84384(C4;;D=6384B840;B
1;>P4B4BD;C0C4A;>68B2748BB4=B2705=<278=
384B47A0C60=I E4A;0BBD=38=384D=;>68B2794
34< !>68B2744=C6464=64B4C4UC4U14A6474=
<DP 84B434< !>68B2744=C6464=64B4C4UC48BC
384#0CDA$)%2#0CDA8BC14A=827<47A3840?A8>A8
B27434==$)%27?RC84A34A>68: B48<UBB4=;
;48=3841>68: 70C=027 464; 384#0CDA>2760=I
0DP4B82784 #0CDA5R=687<0= F> 30B!>68B274
!4&(>13 074A8B87<384#0CDA2"%1(!403=DA=>27
3846>=8434B46A855B)3 %#(3 B06C464; 8=
34A4ABC4D=B6014B48=4AIH:;>?R3843 4A?78;>B>
?78B2748BB4=B2705C48B384#0CDA0;B34A1
50;;34A344E>=B827B4;1B14BC8<<FCA34= = 34A
IF48C4=DB6014B48=4AIH:;>?R384 ;RPC464;
30BM<8C427CL0DB=3B06C;>P=>27 384#0CDA48
0;B 150;; E>=34A34414BC8<<FCA34=F> 0;B>34A
(0CI=DA=>27384434DCD=68=48A4B27827C;8274=
=5U7AD=70C "8C384B4<M 150;;LBC8<<6C0=I
U14A48F0BB>=B4E>=34A#0CDA4B06F8A38=87A
B483A46A85B48=4AAA;827:48C:;4834<7=<R27C8B827
B4;1B0C=CA4D2F>A34=D=3E4A<T
64B827=827<47AID 1470D?C4=0D< :0== 0:>18
384#0CDA27;427C<4A274= 0;B84464; 34< !>68
B2746464=U14A027CE>=34< 4AB840DB64B27;>B
B4=D=334< 4AB849C4=DA=>27%.3'%'%.2%39%.
:0== 14A 8=34A344;846C"%1(!40348=4#>CF4=
386:48C 8A64=348=4A46D=6 <8C34AB840=827C
4CF0=>278=B827B4;1B6>ACB27A48C4C434==
30B8BC=<T6;827F48;B847A4>;;4=3D=6B27>=
70C B>=34AE84;<476A0=I E>=B827011A4274=

<DPC484 3440< =34 34A>68: 8BC(D194:CD=3
$194:C87A4B4;1BC4FDPC0;B30B340;40D2730B
'40;4 30B0;B>48= 43UA5=8B47A70CF48C4A=3
0D5D=34A;48B4 0;BB84BB27>=8BCA44;ID F4A34=
,8A3 0;B>3>270=64=><<4= 30P4CF0B4AAC64
B27474=B>F8A34B=8270=64=><<4=F464=48=4A
#>CF4=386:48=34A344B4;1BB>=34A;4386;827
F48;384#0CDA14=4G8BC8'0AC70CB82F>7; D<
8A64=348=4D=3ID< ,48C4A64743=4A3440DBID
58=34=30<8C74;54=F>;;4= 30P<0= B06C4B84G8
BC84A0A0< =34 34A>68: 014AB84B=>27=827C
"%6;(13 B84<DP0;B>0DBB8276474=D< B827D 14
FR7A4=14A 384B4C8=4E>=34=I07;A48274=>A
B?8464;D=64=8C34=4=<0= =DA430=:4=;>B4CRD
B274=0== 4== 5UA=4= B>;;B8273841434414FR7
A4= UAB827B4;1BC14A B84B4C8384874A4B4;1B4C8
274A4D=364F8BB4=3F48PE>A0DB0PB84< =34ABB48=827C
D=C4A6474=8A35UAB84FRA4884B4A
0<?5 >7=40;;4=-F42: ;B> 7RCB84B827D 14
FR7A45UA48=4=A8CC448=4=DB270D4A14A F>
8B4384B4A< =34 B>;;B84B8273>27=DA5UA34=
(),/2/0(%. 14FR7A4=3 7 34A%78;>B>?7DPFU=
B274=30P384344B827D 384B4=ACRDP4AD7=6A
6414 30<8C37< 4;464=7486C46414=B48384#0CDA
D=3384648BC84;4C 384,4;C 34A4B27827C4D 4A
:;RA4= 4== <0= FUA3448=4%78;>B>?7,84274=384
1;>P!>68: 8< 464;B274=(8==4FRA4D=3E>=34A
F8A:;8274=4;C 60A=827CFBJPC4F844B34==0D27
=827C384!>68: B>=34A3384344344A#0CDAD=334A
48BC4B?78;>B>?7084384384B4B27>=E>AB827
50=3384:0;;48=384D5<4A:B0<:48CAA464>==C4
F4;274384464;B274%78;>B>?7845D=347=0C =
34A!>68: ;846C827C4;BCE4AR=34A=34B4; -4:
IDA,8A:;827:48C><<4= = 34A344B4;1B014ABC
0;B>3DA270D4B=4#>CF4=386:48=4CA,48C4A14F4
6D=6>34A34B=34ABF4A34=B4 84 344 B06C464;
3843448=34AD=4=3;8274A48748C=34AB84BBC
0;B>384E>;;4=34C344 A48748BCEDAF> +>;;4=
3D=6=DA30B1B>;DC4BC>B D=35A4864B?A>274=

E>=9434<=>CF4=3864=AC60=6 3843448=34A
D=4=3;8274A487488C=34A,07A7480874A4B4;1B%6.3
2#(,)%:2)#(B827;B#0CDA34A8=34A>A< 34B=
34ABB48=DB827D 4=C;0BB4=84B4ADB3AD2:
M4=C;0BB43B43444=C;RB64#0CDA647TAD 34=B4;CB0<BC4=
IF4834DC86BD=30AD<0D2706
705C4BC4B3AU2:4=78=C48484B827384B%78;>B>
?7841488B27F84A864=:C41DAU2:I8470:>1
T7<4 B06C3846TCC;8274874804A1A82787=384
#0CDA464; B06C3846TCC;8273444=C;RB64
#0CDA,0B B>;;<0= =D=D=C484B4<=C;0BB434=
:4= (> E848BC0A 384B4A:;RAD=64A#0CD64
B27847=C27384ATPC74A4 F4==<0= B84C74>B>
?78B274==C,4A U1A864=B277RC0F4854;=T=
=4= 30P3843440< =34 34A>68: 0;B384F8A:;827
4G8BC84A64=348=B48<UPC4B8274C1D:E>=U14A
I4D64=34==F0BB827A48=CB27;84B4=;<DP48=
F8A:;827G8BC84A4=B48=48=1;>P4A46A855D==
B827=8274C=CB27;84P4=8B4C8=1TB4%D=:C148
F4;274<384464;B274%78;>B>?78B4A0=64;0=68BC
D=334A148< =50=634A>68: =827E>A64B474=>A
34= 48=60ABC864A48C4A014= 34A4=D5I486D=6
<8C48=864,>AC4=F0A8=34A+>AA434D >DB8=D
4AB3DE>=384434 IF0AE841TB4B,DC 014A
3DA270D4B=48A64=3A0D2710D43=8271C,>PCAU
64A8B274B:D=50DA>;64 647017C0C
"0= :0== =D=IF0AB27;427C4A38=82B7C46A48
54=F0B384344F464=B>;;C4=02734<B84D<
7T27BC4E194:C4A7>14=30B(48=60=I0D564I47AC
70C3>27B827F8434ABD194:C;HB<0274= ID< 1;>
P4=(48=74A01IDB4CD4=3B827=384B27;427C4D
P4A;827:43E30D<4B D=334A48C4A50;;4=D ;0BB4==34BB4=
70CB827=D=3843448=384#0CDA64
F>A54=014A=8271D< 8=34A"0C4A84D 1;4814=B>=
34A=3DA27B84F8434AD< 48BCID=R27BCD<
<4=B27;8274=48BCD F4A34= 4A <4=B27;8274=48BC
8BC14A=DA384A(270D?;0CD1D534< 34A48BCU14A
70D?3DA2748(=)RC86:483843(D194:C8E8C384CA
8<"4=B274=648BC64=><<4= F8434AF460A148C4C

B827B>ID< !"2/,43%. %)23<027CF4;274AD;4CIC
0;;4"><4=C434A4F46D=60;BB48=486=4ED=C4A
B827ØD5=8<<D=3>CC3BC
D27 784A4A34=F8A30B864=CU<;827341B(H
BC4<B< 14BC4B>CA4554F4==F8AB474=F4;274B
+4A7R;C=4BB827= =B47D=6384B4B4CIC4E=3
T27BC4=D 34AD=<8CC4;EO=A0DB6474=3478;>B>
?784681C84B4A8A3E>A64F>A54>CCB48=87A
=8270;B 48BCB>=34A=DA0;B(D1BC0=14BC8<<C
64F4B4= DA2730B7A8BC4=CD<33DA234= 0C4
278B<DB8A35A48;8274340=64F84B4>CC0;B 48BC
=827ECDAD 34=:4= B>=34A=D F>;;4=D=3ID <48
=4= B>F8A3=84<0=34B0;BB48=4C342:D=60=B?A4
274=:T==4= 30P >CC48BCB48(> :0== 4B0D27
=8276C4<48=EB48== 34A)0CF8;;827=8276C0AU14A
BCA48C=4=384 34=C8CRCB?78;>B=82734BDB
3AD2:B%)23143844=D< 384#0CD34B1B>;DC4=
0DBIDB?A4274<= =34 =R<;827>34AB>54A4B;4CI
C4B4BD;C0&BC0B /13 48BC7RC5A48;8274A10D
;82746A4:;D=64= UA384(0274:>==C4827&=34B8=;R=6;827;C4=
30P >CC0;B30BB484=341;48
14=34(4;1BC>194(D194:C $194:C14BC8<<FCA
34==0D27B>F0A4AD< 34= A8BC>C4;8B27B=
3AD2ID 1A0D2743=34AB827B4;1BC4=:4=34 (/
(%!43/. ./=. D=3F4==0D27=8270&48BC%.!..3
3>2734< ,4B4= =027 48BCD=38=384B4<(8==4
=827(D1BC0=F4==(D1BC0=414=30B1;8=3(484=
3414344DC4B>;;*=3 0D2730P4A=8270&48BC64=0==C
FDA34:>==C46DC4=AD=37014= 4== <0= 70C
:48=4*AB02748=34A%78;>B>?7&8C,>AC4=E4A
B27F4=34A8B27B48=D=3B>;;C&8273074A>7; 14
34=:4= 30B1B>;DC430B=DA.$% 8BC<8C34< ,>AC
48BCD 14I4827=4=(CA4=664=><<4<UPC384B
0D27E>=34< ,>AC >CC64;C4=4== 34A>CCB>
54A=4A=DA.$% 8BC=844A8=34AA48A0C8>=0;%=78
;>B>?78=4DA=34 B48=0== 34A>CC34A48=4-D
:D=5C70C34A=8270C=50=64=0== 34A1;>P0;B 8
=0;DAB0274D548=4,48B4%A8=I8?=50=64=374A
E>A1A8=64=*AB0274B48=0== 48=B>;274A>CC3BC

3>27>554=10=DA8=34A!341 D=334< ,4B4= =027
48BC0;B>8=34A)0C=DA8D1BC0=C84;4BA=827C
48BC8=34< (8== 8=F4;274< 384AT<<86:48C=34A
0D2734A64FT7=;8274?A027641A0D2707B,>ACID
=47<4=?5;46C784A641A0D27F8A4B=DA48=CRD
B274=34DB3AD264F4B4= D27 148464; :>==C4
30B1B>;DC4>27=DA8D1BC0=C84;4BA=848=F84
30B/13 %)23U14A70D=?DA<47A=460C8E;B?>B8C8E44DCD=6
70C30903844B4;ACIC46A855
0D27=DA3DA27BD:I4BB8E460C8>0;;4B0=34A4=C
BC476844 4=4==D=6384B4B4CIC4=3 7 3844
I4827=D=B48=4;B4=B :>==C4E>==827CBA?4A
;8274<74A64=><<4=F4A34=4B1;841=DA34A,,'%
-%).%#0<4 48BCD=3304B0D27=827C4=B27;8
274A4=3;8274A8BC8BC34==0D27384B4B0D548=4A
5AU74A(G=D548=27>=64B4CIC8>8B4B0;B>=>CF4=386
D=4=3;8274D1B>;DC448BC014A3>271;>P34<
,4B4= =027 34==F84B>;;C4)1+,)#(%148BCB48=
F0BE>=34< =34 0=30B4B64B4C8BC=8277C8=F46
:0== 30B=DA384D=:C8>=70C384E>A74A6474=34=
"><4=C4 0;;4D=C4B827;B!,,%2 4B27;84P4=34B5
ID=47<4= 014A=827B4;1BC=50=6 D=3%A8=I8E>=
4CF0B D B48=
D27 464; F0A8< =50=6 =827C4A;0BB4>=
34< 4FDPCB48=34A#460C8E8B8C34B=34B F844B
U14A70D=?A0=3A8=64=3"027C34B%>B8C8E384
45A84386D=6384B4A78;>B>?7B4A;0=6C=4DA0;;
<R7;8276;0=6 34< 34=C8CRCBBB8B64F<DPCB48=
B48=4#460C8E8DR<=CI8474=< %123%.CBC474=
-4:3%384B4B=FDPCB48E>A70=34B48=34==B>=BC
7RC384B%78;>B>?7=8276C=CBC477==4= D27
148464; 8BF=4=86BC48=B48=4AU74BC0A=BC4;
;D=630 F> 4A0D530B4CIC4><<C =>2748=#027
:;0=6 30E>=30P3DA270DB:48=F8A:;8274B
B27474>34A4B27474=B48B 34=:4=B48 27 <48=430<8C48=4=
%0A06A0?734A4ABC4=B6014B48=4A
=IH:;>?R384A?78;>B>?78B27B=B4=B2705C4=
34A8=34A1F48C4=DB6014A484CBCC48;C=384
B4<B06CA8=34< ;4CIC4=430=:4= 1%).)'%B8273384

B4;1BC14FDP34E>=0;;4< (2748=34B4B27474=B
34A-D5R;;86:48C=34BDP4A D=3#02748=0=34A
B48=34A'><4=C4 F4;274=(2748=34A=70;C34A
344=>278=34A4;868>=70C3848 7=5UA8841;>P4
/123%,,4.' ID 48=4A48C;8274D=3RDP4A;82740=5
48=0=34A5>0;64B48=0=34AI847C
= 34A;4CIC4=48CE4ABD2740344; =>2748=47T
74A4(C4864ADE=63BD27C344;1B1C3BDA 34448=4A
5A484;4;CB27T?5D=6 64;0=64= 8=4<4A:FUA3864
(C4;;4F> 384B4#4ABD2674<0270C8BC58=34E8827=
34AIF48C4=DB6014B48=4A68: 384(C4;;470CC34=
34A4ABC4=DB6014 34A>68: 0=34AB64;0DC4C=3
70CC34>A0D27>554=104 8=4=60=I 0=34A(8== =
34AIF48C4=0DC4B34B> 30B4CIC4F>A8=0;;4B0;B
8=B48=4=AD=348=6478BB34==0D2730B94=864F>A
0DB30BABC430BID4ABC;B*=<8CC4;10A4B564BC4;;C
FDA3474AE>A647C=3MB>F8A3=>27<47A34A01B>
;DC448BC34A0;B384>=:A4C4D=3;4CIC47T27BC4
,07A7480;;4B(48=BB8274A6814A:0==0;B0< .$%
34A=CF82:;D=6B827<8CA48748C=CRDP4A=3IDA
4BC0;48=4B=<8CC4;10A48=BB8274=C;0BB4=3
IDA(27T?5D=648=4A4;C B8274=CB27;84P4=48274
,4;C 0;;4B30B4=C7R;F0B8=384=CF82:;D=6584;38494=4<
'4BD;C0E>A0DB6460=64=A B>30P0;;4B
384B4B;;4B8=34A=CF82:;D=6>A0DB6460=64=4
3DA2738 4BB4<64:47AC(4C4;;D=6D6;4827<8CB48=4<
=50=648=48=E>=34< '4BD;C0C;B%A8=I8127R=
6864E4AF0=34F8A3L 3 7 0;B>F0B4AB34BD;C0C
F0A F8A3D< %A8=I8F0B8=34A4ABC4=CF82:;D=6
=50=6 F0A 34AD 34< '4BD;C07C3=5U7A8A3D<
64:47AC0D 48=4<5/. 34< '4BD;C0C30BE84;<479A4CIC
%A8=I8?4F>A34=8BC17R=6864=D=33074AD=BCA48
C860D271ID;48C4=34=#D= F4==384B4*<:47
AD=60D5)%48B4 F84B84464; F8;; <T6;827FRA4
D=3F4==4A=8270C;>PE>=384B4*A:47AD=6 64
B?A>274B>=34AB=84E4ABD27C=3F8A:;8270D564
BC4;;B>7RC04A14A48B4;1BB48=4AABC4=78;>B>
?7844=4F48C4=384(48C464BC4;;3841D<64:47AC4
34A4ABC4=4;274D=645R70B64F4B4=FRA4F0B

F8AD=C434A< #0<4= 34A?>B8C8E47=%78;>B>?784;
;4= 8=4=>CF4=3864;64 30E>=7RCC014A30==
B48=<UBB4=30 IF48 %78;>B>?784=8276;48274 4
34DCD=E6=3 86=8CR7C014=.T==4= B48=4ABC%478
;>B>?784;B384 1;>P;>68B274=3=460C8E%78;>B>
?784ID 4A:4==4=8=F4;274A30==5A48;8274A O14A
60=68=384#0CDA?78;>B>?784;?H?>C74C8684B27
B274743=DA5CF4><8C0D27384#0CDA8=34A1;>P4=
"T6;827:48C4A70;C4F=DA34 ;;48= B27>=384AC
F844A384BAIDP4AD=3DA274AR=34AD=36BDA
B?AU=6;8274GC4B=DA64;464=748C;8278< +>AU14A6474=
48=IDB270;C64=BD27C0CI486C30P4A
=8448=4=4A=BC;8274ABD2764<027C70C94=4*<
:47AD=6F8A:;827D D=C4A=47<4=3842/ F844AB84
30A64BC4;0C48=50230A8ID 14BC474=64701CRCC4
30P<0= 384(CD54F=84347A0164BC84F4A384
<0= 8=34A4ABC%78;>B>?784=0D564BC84F0A=
(474= F8AF0B30<8C4=CBC47:4==C4
= 34A34=C8CRCB?78;>B>?784;4A38=6B>30P
9430B+>A74A6474=3AB8< >;64=34= A4;0C8E
74A4=D=3B>ID;4CIC0;;4B8= >CC4ABC48=4(1(%)3
70CC4B 8BIF0A=82760=I 64=0DB> F84 464; 384B
0DB3AU230P8=30B!4CIC40;;4B8=B48=414.$
48=64744B8BC8276C4=0DB> <0= <UPC4E84;<47A
B064=9434B>A74A6474=146AU=34C827B4;1BC
303DA2730P4BB827D< AD=334B >;64=34= 3 7
ID 34< 74A01B4CFCB=827C47AB4;1BC30B(484=34
B>=34A48=4<0=34A=AD=334B(48=B8BC4B146AU=
34C827$41#(B48=D AD=34 474=4BB4;1BC8C
0;B>30148AD=3 =82730B >;64=34 (> 58=34C4A
,4;C:TA?4A34BB4#0CDA4B8BCD 50;;4=34BB4=0;
;4=3074A F48;0;;4B0DB34A#0CDA48=4B8=64B >;
64=344.%.$,)#(5>;6C48=D=4=3;82748BC48=4=
AD=3303DA2730P4AB82748=4< T74A4=ID<
AD=34<027CD=31;4810D5384B48B4 8< 0;;64
<48=4=0D5B48=4(A4;;48=48=4A;4827<8CC;4A4=C
54A=D=6>< -4=CAD<BC474=D=3B>146AU=34C827
0;;4BID;4CIC303DA2730P4BB82734< 1B>;DC4=4CIC4=0;B AD=3
D=C4A>A3=#0C27 384B44A827C8

6D=634B DB3AD2:B474=F8A IDA(0274B4;1BC0
=027 464; B4;1B3C0B F0B30B=34 8BC4ABC#(
$%- 4B =34 8BC3827D< =50=6<027CB>E4A7R;C
4BB8287=34A4ABC44F46D=6 D=30;B>8=34A%78;>
B>?784=F4;274A4B4BD;C0BC=>27=8270;B14
F8A:4=34B>=34A3;B=3DAB0274384 12!#(% =DA
8=B>F48BC30P0;;4B D 87A78=BCA4B3C=D=014A
30B14CIC4847T27BC4=3;4CIC4=3DAB0274B>8BC
38460=I4'4874<8C0;;48=864DAB=07<434B4ABC4=
;843B 38460=I4'4874 8B=827C3=34A4B;B48=4
D=D=C4A1A>27D4=3BC4C86;64 E>= =3DAB0274=
94341B=B48=4(C4;;48BB>6DC=3DAB0274UAB48=
+>A74A6474=34B4830B14CIC4=3DAB0274UA;;4B
474= F8AIDAU2183D 34A=DAD=5TA<;827 34=
:4=34="0C4A84384308;;4< 94 14.$% ;8464=384BC
B>8B3C84D=>A60=8B274CDA384=3DAB0274A'0
C4A8384>A60=8B274CDA8B3384=3DAB0274AD=
>A60=8B2748=34A>A60=8B274@CDA8B3384=3DA
B0274A4A%5;0=I430B)84A34A'4=B27 384=3DAB0
27434A)84AF4;C4== 4B0;B>D< 0D548=4#(>0
&4.' ID :><<4= =827C47A143UA5C04B384B4;14=
(CD54F84347A4A01IDBC4863844<0= 78=0D564BC84
64=8BC1=3F4==B27>=48=5023DA273B4B*<:47
AD=630B1B>;DC4DAF8A:4=34*AB0274F8A3B>
<UPC43DA273B4B*<:47AD=6 0D2734A'4=B27 0;B
F8A:4=34+34A74AE>A1A8=64*A3B0274B4A)84AF4;C30B)84AA4827
0;B74AE>A1A8=64*A3B0274B4B%5;0=
I4=A48273B4A$A60=8B<DB14A70D0?3*AB0274B4A
D=>A60=8B274@CDAAB2748=4BF 34==F8AF8B
B4=8270F84F48C=027 464;B"48=D=6384B5>ACID
B4CI4F=RA4>1E84;;4828C3841>68: 78=48=30P
<0=18BD< A48=4(48=IDAU2::R<430B #827CB
8BC64=D6F8AB474=0D5F4;274*=64A48<C748C384
B>E4ABC0=34<:47AD=65U7A4F=UA34D=3F848;
;DB>A8B3841'48=D=68BC3DA2B>;2748=5027*4
:47AD=6384%78;>B>?784=48=4B>;274E4AF0=34;HD
:T==4= 3840D2748=45A48;4;CB27T?5D=1646A8554
4A DB3AD2U1A864=BC34< 8=34A0=645U7AC4=
(C4;;434A1>68: 384=CRDP4AD3=4B01B>;DC448

BC4B4B27A8418A3M30F4AB827?8CA48748CDA
4BC0;C8=4B=<8CC4;10(48=B4=C;0BB44864ET;
;864O14A48=BC8<<B8C34= DB3AU2:4=3841480<
O14A60=E>=34A>68: IDA#0CDA?78;>B>?74
1A0D27CDA34=D=3B>FRA4;B>34A01B>;DC48BC
34AB>=BD=3IF0A0D5B=CB27843434=BDA< =34
34A!.9%. =CF82::D=60;B>=02734A#0CDAD=3
48BC4B?78;>B>?74B4CFDA3494CB34AB827
B27>=DA#0CDA=CRDP4A;84= <0= =D=014A
0D27E>=$)%2%,834AB?D271B847B>F0A3DA27
384B4>A<4;;4==R74AD=6=384147A4E>=48=4A
&1%)%4;CB27T?5D=3>27=827C4F>==4=34A
(0274=027F0A<0= E>=34AB4;144=14=B>F480<
=34 F48C4A=C54A;B DE>A 4== 34A01B>;DC48BC4=CRDP4AC
2)#(2%,"2DA,4;C %148348=34A
#0CDA4A6816B8274=4<%A>I4F8=E>=34< 4A=827C
<47A;>B:><<4= :0== 6464=34=4A48=4 A48748C
70C8=34=4A6;4827B0=D=A4CC14AF82:48BC4A
>CC3BC8275A4B>=34A,4;C B>=34A<8C87A14;0
BC4C> F48C3BCC,B>384B447A4%0=C748B<01B4A
=8273C4AA48=4BC8;%40=C748B<34B(?8=>I0 8=
F4;274<3848=64 A48=;468B274<0=0C8>=434A
6TCC;827#0CDA8=3384B48BCD5646414D< 48=
(HBC4<6TCC;827:CA8E8CB=C3,8A:D=6 48=ID5U7A4=
148F4;274<3846TCC;827A48748CDA< B>
B27<027E>;;4A;>A4=6407;B<0= B84A4CC14=3
0D5A427C4A70C4=;;4=B8273=(2748=646414=
70CC484 '468>=34AA48=A0C8>=0;48=B4=B2705BC
E4A;0BB4=4==94=4=CRDP4AD8=EC8=5A434B27;>B
B4=4A3841;>P;>68B274;64 01B>;DC=C4A1A4274=
34A:C D=334==>274AB2748=027384B4A48748C
F8434A;8;;DB>A8B248;<0= B827D=E4A<483;827
34==>27< =34 ID 34< 430=:4= 78=643AR=6C
B847C4A0;;4B4B27474=B480;;4B4B27827C;8274
F8434AD5741E48;<0= B8271B8==4=3>27F84
34A8=BA480C8>=0;4DAU2::47A4<DP
,4== <0= 48=4==7R=64A384B4A78;>B>?74406
C4>1B8273A01B>;DC48BC8=8A64=348=4<4
BC8<<C4><4=C IDA,4;C 4=CRDP4A01B><DPC4

4A0=CF>AC44=A >CC(!3 B827=8278=384#0CD64
F>A54=B>=34A=8A5B827<<4AF84344=B84D< B827414=B>
8<<4AF84344=14=0=1D B4CI4=30B4
B27474=8B4C=4F864B3 7 8<<4AFR7A4=344=B274
74= 014A414=30AD<0D27F84344=48=4864=C;8274B
3 7 F8A:;82748B27474= 4A >CC54A=48BC;4A
38=6B5A48B827DA#0CDA 4=CRDP4A=7 4A8BC
5A48B48=4A48748D< 0&%1D 1A8=643=4==384B4A
:C 34A5A484=CRDP4AD=8BC6;4827=0B A01 B48
=4AA48748E>==D=8B4C8< %A>I4P=34A4B4;1B%A>
I4P 4A8BC;4A38=6B8274A>CC34A=827CD CD=
70CF844A4BFRA4F4==4A0;B34AF8A:;8274;>P4B
=34 FRA4 4A8BE84;<474=4A>CC34B4F864=8<
<4AFR7A4=34)D=B 34AD=01;RBB864=AD74384=84
(01107=58=344CA8B84A>CC34A8<<4A=DACDE0B
4A8<<4A64C07=0CD=334A3074A=827G=4D4B2705
54=0== B48!414= 8B4C8=A48B;0D5>= 4BC0;C4=
8=34<4AB8278<<4AFR7A4=4=CRDP4A=CF84344D
B827DAU2:ID:47A4E=38<<4AID B827DAU2::47AC
=DAD< B827D5B4D4D 4=CRDP4A=
= 34A;4CIC4?=>?D;RABC4A=30B6A>P4%D1;8:D<
14A427=4C=4AB8>?5;463848B4)B4<0 34A=CRD
P4AD=6>0DB645UTAE4A34=M >C8BCF0AB27>=
0=B8273 7 >7=44B0D27=5UAB827D B48=30B1B>
;DC4A8B0D27B27>=DE>AF0BB>;;384B4B-DE>AV
8=48=4A48A0C8>=4;;4CF82:;D=6 30BABC430B
1B>;DC4014AD< B827B4;1B1C4FDP0D B48=4=CRD
P4AC4AB827BC4;;4AB8273844;C 0;B48=0=34A44=C
6464=D< E>=34AC845B0C4E53=4A=CRDP4AD=6278<<4A
IF8B274=4FDPCB48D=3*=14FDPCB48=
B27F414=3D< "4=B274=0D5IDBC4868=$%22%.
>CC4B14FDPC4B4B48=4864=4E0C 4== 30B,8B
B4=34B'4=B274= 30B,8BB4= 30B34A'4=B27 E>=
/33 70C8B8B0B48=I864=30B>CCE>=B827B4;1BC
70C L8C48=4B>;274=0ABC4;;D=8BE>7; 384C845
BC4>C434A14DCB4;86:4B0384B4(BIBC4<0=6464
14= 4B;RP0B8273=0A=0274A484C4B<4BB48=F4;274=
(27827C43=4A4B4;;B27054CB827=>270< ;R=6BC4=
1470D?C4=DPC44== 4B8B(4827C 14>1027C4=

F8464F8BB3844=8<<4A8=34=7T74A4=0<4=C;827
34=64;47AC4=34AU14A70D?C74A6418;34C4C=R=
34=ID4AB0D5:><<4= F4==B840==148384B41=4
A480B3A4;CD=6E4A;>A47=014=B84=IF8B274B=827
8=384C8454A(27827C43=4A4B4;;B27057C=0164
B4=:CD=34A70;C4B=827?>AC>27 F4==>14=74E>=
87=4=827C47A384434 8BC> 8B0D27;4827F07A
ID=47<4= 30P384B=44D40DB34A464;B274=%78;>
B>?784AE>A6460=64=;468>=87A4D?C0=7R=64A
8< B>64=0==C41=%. %D1;8:D<645D=34=D=C4A
3DBCA84;;0D5<0==B384=4D=30=34A4=3C6;84
34A=384B4A=0=34A4AI847D=6U1A864=B47A4
B?4:C01;4=0BB434A4B4;;B2705C=C4384B4<027
D5:;RAD=64684A86%=D1;8:D<=8A3B84=4==0D27
87A;4CIC4(=C0384E4A;414=0= 30A5>7; 0==47
<4= 30P384B4A48CCA4K48=4A30=:4= 464;=
B4;1B0C< F4=86BC4=4A6=U6464<027C7RCC84B0;;4B3=34B
B27A48B6E>=34< 48=4=8P6A857A4
30P!. 2)#(F07A4=R<;827;>P,/')2#(64=><<4=
F07A4=4A7R;C=8B=B48A:;8270<64B4CKCA34=
F><8C0DB87=4=0;;4#>CF4=386:48CF8274=BC
J

(! " " $"

(>;;C434A<?8A8B<D83B0;;48=DBA48274=84=
34A%78;>B>?78B48=B><UPC4D=B34A7T27BC44
6A853 7 34A%'1)&&34B7T27BC44=B4=B<UPC4D=B
ID6;4827<8C34AG8BC43=4BB4;143=DA2738411;>P4
A507AD=66464144=B48=84A184C4=3827=D=<47A4A4
"T6;827:48C430A UA54=F8A5UA:T6;82770;C4=
30PD=B34A46A85D=3<8C87<3844G8BC43=4B
7T27BC44=B4=B3DA274.-)33%,"!1%A507AD=664
14=B48*=<8CC4;10A4507AD=8B4C=CF434A4DP4A4
>34A8==4A;84 :T==C4=D=014A48=%'1)&&34A
3>278<<4A(0274 34B%123!.$%2BC3DA274:%1%
A507AD=66464144=B48=$554=1024>27=DA3DA27
48=40CB027<434A;8A:D=6 F4;274D=<8CC4;10=A
B4A=4ABC0=0558I84A84 RDP4A;8A:D=6 014A384

D=<8CC4;1DAB4A=4ABC0=3 =B?AD27=8<<C0;B>
D=<8CC4;1DA270D5384B4F8A:C0== =DA%(1%
.3%11)#(3B48=4A 7T27BC46A855UPC4D=B0;B>
3DA2748=4E>=0DP40=D=B><<4=34 !47A4 D=3
IF0A3DA2748=447A4E>=8AA45A0601D4AF834ABC47
;8274ADC>A8C6R6414=B48=D=3304B>;274D=
F834ABC47;82D74>A8C=RC%147A4IDIDB27A4814=
FRA4384E>=34< 7T27BC44B4= B4;1BC<4 34==
384B40;48=3BC= =B47D=6B48=4B4;1BC384D=F8
34AB?A427;82D74>A8CRC<UPC4D=B34A7T27BC46A855DA27
48=447A4646414=B48=384B827=
87A4;ACIC4&D4;;40D530B7T27BC;4B4= B4;1BCD
AU2:5U7A;84P484B4-DAU2:5U7ADB=6,1BCC==C4
=DA64B27827C;82D778BC>A8B2746<4 64B27474=
< U1A864;84P4B827F4==0;B7T27BC46A8=I3?4A
%78;>B>?7481=4RDP4AD>A8CR=64=><<4=F8A3
1;>PIF484A;4384=:4= =CF434A8BC8=4ET;;861;8=34
*=C4AF4A5D6=6<48=C>34A<0= F8;; 30P384B4D
C>A8C3R27B4;1BCD27F84344146AU=34CDA27=4A
=D=5C6AU=F34;274AACB84=D=B48=<T64= 64BCUCIC
F4A34,8;; <0= 30B4ABC4>8BC384B4==07<4 48=4A
ET;;864=D5741D=634A%78;>B>?7684827IDB27RC
I4= ,8;; <0= 30BIF48C4B>FUA340;B>3>27 F4==
=8276CA:4; F84344A8=4E>=384B4DC>A8CR=01
7R=686%78;>B>?7845>A34A;B28=B84D 146AU=
34= D=334AA48B384B4A78;>B>?784PC4B>F48C
D=3D<50BB4=6I>64=B48=0;B=DA8<<4A34AA48B
34A5A484D=3D=017R=686%=78;>B>?784
=BC0CD548=4D=<8CC4;1BAD4P4AA507AD=6827
ID BCUCI4T==C4B827=D=014A384%78;>B>?784F0
0D548=4D=<8CC4;1,0%1%A507AD=6D548=8==4A4B
!827C0D548=8==4A4B5U7;B8271AD54=84B:T==
C4=D=F84344AD5F484A;48AC64B27474=8=<0;
8=34<<0= B8273B4B407A4=>34A0=641;8274=4
5U7;B1;>P0;B?>;4<8B2741=8CC4;4BCF06464=384
1;>PA0C8>=0;8BC8(B2744<14384=C47=4B4;1BC
0D58BB4= =R<;827D548=40DB384B4<45U7;>34A0DB384B4A
648BC864=CD8C8D=B27T?54=3,4BB4=
B2705=B?AD27D <0274= $%1384B407A4>34A

386:48D=BD 4A6414=D=B4A4<45U7;(C8;;B27F48
64=ID 64184C4<34A94=4B;BBB4=3DA27)1+,)#(%
)0CID U14AF8=34=4=4 ACE>=%78;>B>?78=4A
F4;274F8A0;B384=R27BC4D54<?8A8B274A78;>B>
?784;94CID4CA027C4=30;B34A4=4?ARB4=C0=8A
1 !#/") 0=B474=T==4= 384B40=BC0CC;8B
B4=30B87A<8P5R;;6)1+,)#(0=ID6A4854ARD<87<
E84;<47A;9,)#(30B4;3 8=34<B84B827=B#827C
F8BB4HDAU2:I847<8C34A+4AB8274AD=DA8<
#827CF8BB4448; 84A0DB>;601;B>30PB894=4B
1;>PBD1BC0=C84;4DB0DBB27;84P4;8B4=30B
8<'0C8>=0;8B<D8AAB2748=BC34;1B5UA30B48=I86
<T6;82742 7CD=3F07A48BB4=7R;C8=34<B8487<=8274C8=
0=34A4B22%. B>=34A1=;>P4B#827CF8BB4=
4=C6464=B4C04864=C;8278B4A0C8>=0;8BB4=
B4;1BC=8270;22%. 8BC48=4A%)'%.%:48=D=6
30P94=4BBD1BC0=C8;B4=30B48=I86>',)#(%
,8BB4=B4870C02>1848= 47; *=C4AB48=45=AU74
BC4=470D?CD=64B=C478384B=414=0=30P0;;4F8B
B4=B2705C;8278;>B>?78=40DB1;481;8270C0;8B
<DB 3 7 0D548=1;>P4B#>CF4=386:48CBBHB76=4<
0DB5U7A464= 0=C 827C4D=334= 34A=02787<
:0< 601B8270218 48=486=4B4A7R;C=#B27C384
+4A=D=5CF07A748C>=B4@D4=87A4(HBC4<6A855
4A0= 4A64BC0=87=4=384BHD 9D14;C14AD< B>
<47A 94CIB4B4B0<)06 F>78=4864=C;827;8BB4=
,8BB4=0DB48=4<(CU2:5U7A4R<;827D=E4A<483
;8270D5(?8=>I8B<DB0C0;8B<DDBF 02>1864BC0=3
0;B>B4;1BC30P87<6464=94=4BU14A<R27C8;8B4
B4=30B4A8=34=A48=A0C8>=0(#HBC4<40=4A:0==
C4=8270CB1A861;48C1B384??4;;0C8>=0=30B4
5U7;4A64BC0=30P4A4BF8BB4=B2705C=8270C
U14AF8=34=8BB4A14:0==C430P4A0D534< (C0=3
?D=:C34B,8BB4=BB4;1B=827C4BBB4A4BBBD=3
I B48=4A22%.2#(!&3,)#(%8=B827=027B4;1BC
=DA(?8=>I8BB48=UA34 48= 0=34A4A78;>B>?78C
34< A48=40C8>=0;8B<DB><8C827F84)%F8BB4=
=8274C8=4B?4I84;C74>;>68B2B4=34A48=4278;>B>
?78B2744=:0AC14I4827=42/ 5)%;48=64ARD3;B0

2>18 A BCA42:E=4A87<A4274C864=C;8274,0554= B F8A3074A
F>7; 9434<48=;4D27C4P827 02>18
<8C427C0=384(C4;;434BO14A60=6B>< '0C8>=0
;8B<DB D< <?8A8B<DB C4;;48C B48=4=4ABC0=3
647TAC4460=I D=3D=64C48;4< '0C8>=0;8B<DB
<8C34< 45U7;BCA414C4014E4A6414=B14A87=
78=0DB2/&%18BE84;;48270C2>18384;47AA4827BC4
%4ABT=;8278=8C4A60=I4= 4B27827C34A=4D4A4=
%78;>B>?78=4<8C3279 43>27=827B064=F8;; 30P4A
48=4B>;274 5UA9434=B48 0D274CF05UA34= .&;.
'%1 34==384B4=T==4=B48=(427A85C4B>E84;4=
,4ACB845UA34= 4==4A7014=414=F464=34A1F48
34DC864(C4;;D=634B+4A50BB4A0B<DAE4AF8AA4=
D=3F4A34=87=D=<4A:;827=48=464F8BB4AB27;05
5D=634B48BC46464=U14E>=34=7T27BC4D560
14=34B<4=B27;8274=4ABC0=3644FT7=4=48=4A
B27;055D=3843DA274:BC0C8B274U7;BRDP4AD=64=
=8276DC64<027F8A3 =34B0== 827 02>18 64F8P
=8270%(1 4A427C86:4B8C34A507A;0=BB4=0;B
8=34<8278 7<ID64BC473 0P%1E>=0;;4==4D4A4=
%78;>B>?74= ;41705C4BC3 B43UA5=84B=464
B27827C;827%78;>B>?784D=B4A4(8== 4<?5D=
34=70C B F0A8=87<E>= D64=30D54CF0B30BB827
6464=48=0;;4B0D5',/:% +4A=D=5CE4A7R;C=43BB4
I84A4=34BA48748BC=3%4ABT=;8270 4B27;84P4=
34B(HBC4<6;4827B04<?TAC44D6=8B34B6414=48
=864B48=45AU74A(427A85C4= B48=A8455U14A
)748B<DB=(27;>BB4F>A8=4A384144A434B
01B>;DCD=64B27827C);8278<DB34AB>64=0==C1%).%.
+4A=D=5CA4;8682=E>;;:><<4= 48=B07D5 384
B4<,464 5>AC6474=3C%1E>A0;;4< ID< 46A855
48=464B27827C;827%78;>B>?784 0=64<UBB4=
A 70C34=F07A4=70A0:C4A;;4A=4D4A4(HBC4<4
4A:0==C30PB84D=B=R<;827BC0834BB4=F0BF8A48
64=C;827 F8BB4E4A;0=64D=3F4==F8A0D5A827
C86B48F>;;4= 0;;48=D F8BB434A'U74 6%130;C4=
:T==4= =DA48=4=4838 64=AB0C184C448=;8BB4=
8=F4;274<30B4=:4= =84U14A8827B4;1B78=0DB
:><<C D=3=DA8==4A70B148=4B4;1B5>AC64F6R7

A4=3F8A4864=C;827%130B4=:4= 78=0DB4A;0=
64= D< 3DA273 0BF0B(>(%18B0;B30B4=:4= E>=
34A&D0;34BB4;144A;TB1D F4A34=(> 34A5AU74A4
02>18 = B48=45AU74BC(27A85C470=CC24AB>60A
34= DB3AD2M64B27827C;8274;>B>?7864L
1A0D2783A DB0<<4=70=6486CAF0A 30P4A30<8C
=8274B=4==4A;8274B27827C;827=34AE=84;<47A
48=4B>;274E4ABC0E=4;274$554=10ADE6=3 4
B27827C4A;4:%1%.AD=3;0647014 =B>54A>==
C4B48=%78;>B>?78274748=4HD 34A4ABC4AC4<?8
A8B27%A78;>B>?78647TA4=0<0;B B27844A<8C
34=4864=C;8274554=10AD=6B6;RD1864B>64
=0==C4(E?4AA0C8>=0;8BC4(E?4A=0CDA0;8BC4=
ET;;8640A14A48=BC8<<D=6 <8C10E0C4(27;>B
B4A84B1A027C87=5UA48=448;4 8=48=4=B47A
B27;8<<4=D5 1483 4A48CF4;2743 0<0;B0D530B84; 48=4A
0;;64<48=4=R<;8271;>PBD194:C8E4A
=U=5C86:4B<A8=0;;48=384B>64=0==C45:;RAD=6
14BC0=3R27C87=BCA41C=8646 4=F4;2744A384
=B?AU2734B4<UCBD=348=42>4C8B27#0CDA
64;C4=B <0274=BD27C4< 30<0;B4AF>A14=4=
B27;8<<4=D5 70C4A4BF>7; ID 30=:4= F4==0D27
74DCIDC0=<427U1A8644A=BC=327A8BC;8278==C4
(27A85CBC4;74A;4827B0B=C4A4=-4D64=34A
,07A748C0=5U7A4=>= 384B4<B27;8<<4=D5 BCA41
C4A943>27=34A>;64 B827=<<4A<47AID A48=864=
D=3384;4;C U14AB48=4E4A<48=C4=
(D?4A '0C8>=0;8B<E>B;:><<4= ID 14AD7864=1
6;4827=>2748=4B48=4;ACIC4=7R=64A=TC86=0=3
B827%).%81=384B4A8=B8270=ID=47<4=D=3=027
02>18B>34 =>27ID 4A:;RA4=8418CC4A=4B427C
34< "0== 64B27474F4==<0= 87=5UA48=4$554=
10AD=6B6;RD186<4<48=4(8==64=><<4= B48=
;0D14 B48384BT==44AE4AB8274A8=A48=4A4A
=D=5C6;0D14143DA534BB4=8270=34<4AID<0;
6464=30B=34 B48=4B14=BIDAF07A4=4CAU1=8B
=8270;>P34A4BB4A4D=C4B48=4=4A47A4AB>=
34A=B4;1B34A4A384A0=646A8554=3E4A5>;70CC4
3840144A30AD<=8270D57TAC=48C5A484D=3D=01

7R=6864<4<UC 8=87< 48=4=34A14BB4A448BC4D
4A:4==4= B?RC4A7F8A54AB827B064827 34< ;44A
BC4'9C8>=0;8B<DB384A<4 =8279C4=4<34A8=
34A%78;>B>?748B4=4B>7>74 DB18;3D=6A;0=67CCC4D3=4AB827
AU7<C43P8=87<384+4A=D=5C4;1BC
B8274A:4==4B>=34A94=4<3UA5C861;>PBD194:C8
E4='0C8>=0;8B<DB4A4864=C;827= 0D?C8=70;C
34BB40DB<027E0B8=B64<485D5:;RAD=64=0==C
F>A34=3DA273=4A0DB34A4B4;;B2705C>=(?8=>
I0 !481=8ID=30=34A46A>P4=48BC4A48=45AU74
A4=48CD;4CICD56;48274=84D=38=3844B4;;
B2705324AC845BC78;>B>?78B278EC4;<RP86:48C
74A01B0=(48=4NDP4AD=64U14A7A8BCDB=3
7A8BC4=C8=B48=4B?RC4A(27A85C8B=3ET;;86
U14A48=BC8<<48C34= =B827C43=4BC>;;BC4=74>
;>68B2740C8>=0;8B<DB
DA27384B4=DB60=6B48=4A78;>B>?78A34
02>18B47AD=R7=;827484="R==4A=3840D5B48=4
8;3D=66A>P4=8=5;DF647017C0CC4D=3384827 5UA
*=A427C0;C4=UA348=384B464B27827C;827=C=
F82:;D=6D U14A6474=
4A 48=4884B4'R==4A8BC%0B20;
%1 =>278< (D274=146A8558B=C4A48="0P
E4A;0=6CUA4=%D=:E>=+4ABCR=3;827D48C4
6A485;827:4883D 34< 48=4F07A705C4B27827C;8274
%78;>B>?78B40=64=<DP 34A;4B4%0;B20%B4=BS4B
,4A =8278DA2738483 4A=0CUA;8278483C4=348=4A
0=34A4%78;>B>?748CF0;;4=(8==5UA30B#0CUA;8
274D=3 4BD=34 14A48DBF8434A1A8=6;3427;>A4=
70C34=F8A3148 48=4<0D5<4A:B0<4=4B4=E>=
%0B20;830=:4= 384 34448=4B4B27827C;827(74B=C4<B<
A>P4=F4=86BC4=0BF0=34;=
4A 0=34A384B4'R==4A8BC>70== 4>A6 !
-!.. 34BB49=4CK4B0<<4;C45AU74F84BH18;;8=8
B274;RCC4AABCA4D=3=827(4827C 7014=34
(27A85C47=40;;4 A064384F827C86B4C448274AD=6
B8=3F4;2743848C4A0C3=34A;4CIC4=48C4A70;C4=
827B064384B=8274CCF8=34A1B827C7=4=384B4
(27A85CD=<8CC4;1D4<?547;4=4B647TA<0=

=8650;C86;47AB0<:483ID 87A407;A48274=
B?84;D=64E4ABC47C3454A507AD=B84=87A4A
60=I4= 434DCD=6D 4A50BB4B84B8=348=4!4:CUA4
5UAU=6;8=64014A5UAR==4A (27A85C4=84=34A
"0== =840DB34A0=3 ;464= 3844A5>ACFR7A0=B
%AU5BC3484=4B64=4=4ABCR=3=8B4B27C4=
B>;;C40<0== E>=34< 02>18DAC48;4A84848=
F07A4B!. E>= 4A48<C748C=3*=64A48<C748C27C
D=3 8=BC4A=(3BA8CD0;8B=EB0C4A80;8B<DB
!-!.. 70CC48=(HBC4<D=3BC4;;0D27.48=4B
0D5014AF4A48=4B0=I4= B827 14FDPECRA430B0;;4
384E4AB27843 4=0AC=3B?0A0C4BB?AU274
3846 4A48<C4.=$ 384B2748=10A=64A48<C3=84
7T27B5A484D=30D534A0=34A(=48C4F8434AA0P>A
C7>3>G>NDP4AD=640<0==B 8=48=4=4ABC0=3
IDB0<<4=50PC34A3UA5C4>F48C3="4=B27 U14A
70D?B82TE>ABC4;30=A54CF0BD E4ABC4784827
B4;1B3064=30P4AID %).)'%18=B8276;4;0=66B48
84 %78;>B>?78=6)1+,)#(48=4C8454BB4=B2705=3=;4A:
6A>P4AA507AD=64=B274=/(.% 648BC864
A507AD=6;>P4'4270=8:4AT==4=784A=827C827
C4=F4==4B87=4=6;4827A4BC478=48=4<*AC48;
U14A0<0==)(1%#0CDAA(270DID BC4;;4D=330
B84=34= 4A= B48=4A=:0AC=82748=ID3A8=6444A
<T64= B8270=B48=24ABT=;82744;4AD=3(27FR
274=ID 70;C4=/(.% F4;274U1A8643BA'0==
B27F4A;8278B4'A== 64F4B4=B48=UA34D=3384
<8C34=)D64=34=D=3+>ACA455;827:4B4=4B48
BC4BB>IDB0<<4=7R=643=0PB84B827=8278=0E>=
CA4==40BB4=02>18F8A5C48=4<A4D=340<0==
*=64A48<C748C4=A = <0=274=NDP4AD=634B
B4;14=FUA34%15A48;827< :48=4=%A48B48;64=><
<4= 7014= B 8B;48276C4B06C30P0;;4B<8C1;>P4A
+4A=D=5CB0<<4=70=6401A4B8B8841;8=34BC4
+>A0DBB4CID3=64F8BB(4HBC4<5A48;8=27274=
-?22%. %.. 4B=D=014A0=34A4BRA4D=34B)23
0=34AB84BRPC8275A48;8=8270?A8>A8=B474=
34==30BF0B)23 8BC14A70D=CA0?>BC4A8=A8
IDB474=0?A8>A8AF0B=8270=34AB48=0==

B 7R=64C14==8270;4BB>?;0=D=348=5027;B
<0= B82F>ABC4B;E=34A60AFD=34A;827D=38=B>
54A=F4==<0= F8;; D=64A48=D0B0<<4= >CC748PC
8<) B4;1B4C8=FD=34A;8274=ACC3 7 U14A34=
<0= B82F=D=34A=DP D=3 0<0== <8C60=I4864=
CU<;8274;8CI E4ABC48=6)%2%(8==3841 4:0==
C4;>AC4 384(8<>=834BD<)HA0==4E>=(HA0:DB06C44
;R=64A827U14A>CC=02734=:434BCF=4=8
64A146A485427 87=4AE4ABC484CB;>AC4=8270=
34AB0;B<0= B840D27E>=48=4<FD=34A;8274=34A
60A?0A03>G44=B274=E4ABC474=A34 "DP <0=
30BB4;14>27IDF48;4=E>=48=4<>A868=0;"4=
B274=48=64BC470=38B8>27B4;1B4C=64FT7=;8
274A'4=B27 <47A 0;B0 ?A8>A86A8554=A34=0==
,8A :47A4=D=F8434AD 02>18DAU2: 014=
F8A18B748=02>18F48 %4A8>3D=C4AB278434=
48=4F> B48=%78;>B>?748=4BD?4A=0CDA0;8BC8B274
ID B48=B2748=4>==C448=0=34A4F> 4AB827
'%'%. (D?4A=0CDA0;8B6=64=17R=686:48E>=
$554=10AD=6>< 4B27827C;8274=A:;RAC4=3148
48=4<1;>PBD194:C8E45U7;BC474=1;8=4=3B827
<8C34<B4;14=44A4}748B<DB46=U6C44=4AE>A
74A0=646A8554=CC8>BD27C4=48=34AB?RC4A48C
=8270;>PB48=4=A8434=<8C34< '%-%).%.24"*%+3)
5%.'0C8>=0;8B<DBB27;84P40=D2734< /"*%+3)5%.
F8BB4=B2705C;8274=4AB827D =R74A3DA2748=4
87<4864=CU<;8274=48=3D=64;274=R<;8273A8=
14BC0=3=384(C4;;434B0=5R=6;8274A0D27C4=
,>ACB45U7;30B,>AC %1.4.&3D B4CI4D=3384B4A
48=4.-)33%,"!1%62;4827B01;8=34B)22%. E>= >CC
IDIDB27A4814=B45UA48=D=<8CC4;10=A460=5UA
>CCD=36TCC;8274=64 0DBID6414=84BF0A=>27
30BB27;8<<BC4B274=: 30B02>1834A%78;>B>?784
<027C48=34<384B4B4@D4<4=<8CC4;10=84B4= F>3DA27<0=
F84<8C%).%-,>ACU14A;;4(27F84
A86:48C48=F46647>148BCE>=E84;4D=5R7864=
T?54=4A6A8554=A34384148T74A4D=3=8434A4=
(27D;4=ID 34=4=B84DA2702>18B=5;DF145TA34AC
FDA34=ID<0; 148D=B34A427C8BB4=B2705C;8274=

8;3D=634AD64=3D=64<48=E84;4=270340=64C0=
70C"0= :>==C4=384B4A4A+4A=D=5C64614=4=4
BC8<<D=6B=DA48=4="8PE4ABC03=A6;4827I48C8
64=%78;>B>?7=34A48=4=+4ABD27A:4==4=B827
3DA27384B4=14@D4<D=B82746464=B84D BC4;;4=
0B *=64A48<C30148F0A30P384B4ACC48=4B=
<8CC4;10A+4A=D=5CF8BB=82=CF0384;;64
<48=4(D1BC0=B>=34A=8A:;8273 4A?4ABT=;8274
>CC<8C0;; 34AU;;4 E>=648BC864=3<>A0;8B274=
864=B2705C=448=B>;;C4=8C34A87=34A0;;64<48=4
;0D14 ID 34=:4=64F>7=C8BC8= 4.-)33%,"!1%2
+4A7R;C=8BB48=4<?4ABT=;827,4B4= :0== 014A
!4#(=DA48=?4ABT=;827B48=827<DP<8C87<D<
6474=8=48=4<F07A705C<?8A8B274=D6 <8C87<
BC4744=8=B>;2748<?8A8B27+4A7R;C=8BB014A
E>=34A+4A=D=5C14=B9DB64B27;>BB=4!,,%2
%12>.,)#(%E>=87A0DB64B27;>BB=2)%2/,, 64A0
3430B*=?4ABT=;827B48=;0B 384+4A=D=5C=<8C
C4;104A:4==C<DP414=B=5A4B84B84B4;1B=E>=
0;;4=4<?8A8B270=3307A0D27E>=0;;4=?4ABT=;8
274= 4BC8<<D=64B48=;4== >CC1D=<8CC4;1=8C
34A+4A=D=5C27>=64B4CD=364FDP48C=>1A0D27C=4B=
0;;4A38=648=4BE4A<8CC4;=,34=B4=B3 7
:48=4A;8BB4=B27054=34AD< ID 34< 46A855>CC4B
ID 64;0=64=>27D< B827E>=B48=4<0B48=ID
U14AI4D64*=BCA48=96B64A03#464=384B4A
DBB27;84PD9=634B%12>.,)#(%+4A7R;C=8BB=4B
34A+4A=D=5C0AD< 02>18=B48=45=AU74A(27A85
C4=D=3B48=414BB4A4=48C3840;;4B<?8A8B270=DB
B27;84P4=34A=D=5C14A0D;=C4=4=+4ABC0=74A
0164B4C70CC,84 60=I4AE>=B48=4<4ABC,4>;
;4=D=30=5R=6;827=84;0164:><<4= 14F48B=4A
*<BC0=330P4A8=34A4B0<C0DB601=48=4,AA:4
384A6464==34 B48=4B14=BE4A0=BC0;C4C4
0;;4=34=(C4;;4=F> 4A5AU74A=84+4A=D=5C=0==C
D=387A4=460C8E4=0A0:C4A=6434DC70CC=48=4
!4B4A14=027A827CB6C4CA=D=5CJBB4+4ABC0=3
D=3BC0=4CABC0=4A=D=5C;4B4=4A34= 6;4827
B0<D< 30<8C0;;4(?DA4=B48=4BAU74A14BB4A4=

(CA414=B9 E4AC8;644== 30P34< +4ABC0=B3844A
5AU74A=4A:0==7CCC8=34A%78;>B>?7884%123%
(C4;;4641U7A384A+4A=D=5384F48C4384E4A74;;9C
414=0DB34A>A34AD=6$!: 87A0;;4B146A485;827
-!#(3 F4A34=B>;; F>A0DB=>=B4;1B6C;6C30PB84
.)#(3 30B41201?.',)#(%'1%)&%.8B6C4BE84;46B81C
30BB84=827CDAB?AU=6;8267A485;C== <0= 30B
F0B87A0;;4BU14A87A446=4D=<8CC4;10A=70;C
8=0DB6474=3146A485;8207CF4==<0= 384B
=827C%123!.$=4==4=F8;; F84F8;;<0= 4B30===4==4= >CCF8A3
64A034=DA<8C34< +4ABC0=43A
:0==CD=3IF0A34A7T27BC64418;34CBC=B84;34B
4=:4=B 64:><<4=4 +4ABC0=43A:4==CABC<CC 84
+4A=D=5C0A:4==CDA30B*=<8CC4;10A30B=827B48=
T==4=34 B84BF84430B,481 8< 0DB40D5384
(D1BC0=1384/42)! 0=64F84B40=384B4=DPB84
54BC70;C30=<8C>7;BC0=3D=3$A3=D=6< 0DB4
1;4814B84BC14=30B-DB0<<4=70;C4=3446A4=
I4=34 FR7A4=34A+4ABC0=33BAF48C4A=34AC
B27A48C4=)B4C864BC84 +4A=D=5B3C0B*=14
F46;82743 4AAD=3 0D534=0;;4B4A10DF4A34=
<DP 014A414=30AD<=827B4;1B3C0BA10D4=34
*=<8CC4;10A1I8476B84B827=DA0D5384A48=(4D1
BC0=B84B4B87A30BD=<8CC4;10A8BB4D=30;;4B
F0BB840DP4A341=46A485B=>;; <DP87A4AB3C0DA27
34=+4ABC0=E4A<8CF4;C34= 84 D=:C8>=34A
+4A=D=5B3C0B14A64A0340< #460C8E45=4BCID70;
C4=F>3DA27414=34A+4ABC0=64=TC86B3C0B%>B8
C8E40 BD274=34< 0;;48=94=4B827D=C4AF8A84C
+4A=D=5B3C>F4=8630BD=<8CC4;10A60=5UA30B
%>B8C8E40PE84;<474ABC 87A4;834AB?AD274A
+4ABC0=D3< 46A854B%>B8C8E4827BC4864AC
02>18BAU74A=4BA7R;C=8B4A4=47<4= 6464=
384+4A=D=5C0A 30P4AIDF4=8687AD64BC0=30P
4AID< TCC;8274%>B8C8E4=<8CC4;10A7 <8C
DBB27;84PD34B#460C8E4D=3>7=4O14AF8=3D=6
34BB4;1464;0=64=F>;;C4 0B +4A7R;C=8B34< 4AB82B?RC4A
64584F0A014A30B0;;4AE4A:47AC4BC4
=R<;8274=4B=<8CC4;10A4B4= 30B4A5AU74A8C

422#(,)%:4.' 34A+4A=D=5DC1470D?C464BD27C
70CC4DAE84;<47A34A+4A=D=5BC4;1BHDIDB27A4814=
,RA4 30BD=<8CC4;10A34B4=34A+4A=D=5HC=
,8BB4= /33%2 B>:T==C4>CC0D27=DA30B4.-)33%,
"!1 %)%.$%3 7 4A:T==C4=DA(D1BC0=B48=F>64
64= 02>18B>=B4C85A86:R<?5C8=34<4A48=4=?4A
BT=;82744<?8A8B274=CCF8;; 0B D=<8CC4;10A4
,8BB4= >CC4BT==C4=DA48=1;8=34B3 7 48=827C
F8BB4=348BB4=B48=30:T==C434==014A>CC
0D27=DA30B=8272%)%.($484=343/ -< /.3=2/.
B48=34==30BB484=(3484=3430B/.3=2/. :T==C4
0D27=DA0/2)3)5!42$1?#+,)#(6)22%.$%,48B464
FDPCF4A34= 0=I B>0;BFRA4>CC=DA30B=827C
B484=(3484=3430B#460C8E40DC4BA14:0==C40
2>18B274DBB?AD278= >CC34A64FDPCF4A34=
:T==C46;1%60A48= >CC3 7 B><UPC40= 48
64=C;827=(0CIE4ABC474>CC8B4CF0B>#460C8
E4B30P4A0D57TAC>4CCD B48=F4==4A64FDPC
F4==4A8=B827C34B,8BB4=B74AE>A64I>6F4A34=
:T==C4 4A 02>18B274(0CI;0DC46C=I 6;4827%-
3848=BC4A=3B4%2%(%FUA34FRA4=827C47A
8=BC4A=BB27>=384;C4=B06C4B84B430BF434A
<8C1827C=>27>7=4!827CD (474=34 84B4=(8==
:0== <0= =D=5A48;827>18=827CDB27A4814==
C48;B0A4AU14A70D48=<RP864"A0== 34A0< =34 3>27=827CB
GCA4<4B470D?C4F>;;C4C48;B8
34AB?A827CB48=4<0=34AF48C864;=4= 304A
3>27U1A8644B=4?4ABT=;82748=4=<4=B27;8274=
>CCF>;;C4ID 34< 0D2748=?4ABT=;827=B4A
<4=B27;8274=4A7R;C=3E6;827FRA40B 4AB48=4A
DAB?AU=6;8274=0AC>34A4B8==D=6027B064=
F>;;C4F0AE84;<47A827C8BB643AU23C4B4B4A
>CC34A0D5384AC64FDPCFUA34>34A64FDPCF4A
34=:T==C4F844CF0B=34A"0C74<0C864FDPC
F8A3=R<;827=48=4<4864=C;827(3 F8BB4=34=
,8BB4= 48=B>;274A=CCFRA460A48= >CC,4==
=D=014A384BB48=4!(1%"48=D=68BC>5>;6C14=
$!1!42 30P >CC=8274C-)33%,"!164FDPCF4A34=
:T==4 34==30BD=<8CC4;10A34B4=:0== =DA30B

1;8=34B48=30B=827F8BB4=3430B=8278DA27%
6%'4.' F48P34==8=9434A4F46D=68B64A<8CC
;D=6 B>=34A=DAF48P8=34<4BB827=8270F46C
,84 B27F0=:4=3 48=F07A4B>7A 30BE>< ,8=3
78=D=374A14F46CF8A3 02>18F0A B847<C= =D=
414=0DB384B4<=02734A;4CIC4=DB;46D=660=I
A827C866(4=I 8= >CC4C2 D=334A=02774AD564
BC4;;C4=70D?CD=6>=48=4<D=<8CC4;10A=4A
=D=5CF8BB>4=C4B
=34< 02>18B?RC4D< B48=4=A8434=<8C34<
'0C8>=0;8B<DB<0274= 34< 45U7;384+4A=D=5C
BD1BC8CD8E4AC>4B48=%78;>B>?78427=>27384
,07A748C384B84DE>A70CC45U7;3AU2:C8=?4ABT=;8274B
+4A7R;C=8BB#D=B>;;C414A34AD=
?4ABT=;827=4=A=D=548=D=<8CC4;10A=4A7R;C=8B
34< 0%12>.,)#(%>CC1D64B27A8414=4A34=F0B
ET;;86D=34=:10ABC02>1870CC3841BC8<<C4BC4
8=B8270P384A0C8>=0(#HBC4<8=;4CIC4=ABC0=I
=827C4864=C;824A:;RA4B>F4=8638444><4CA848
64=C;824CF0BA:;RA=34AB06C%2232/ 02>1864
7TA3846480CA48=274;4827D=96;4A+4A=D=5CBH
BC4<48C34< #UA=14A64A8;;4=B?843;0BD=B=DA
B>;0=64=8270C=4:4;C18BF8A0;;4B48=;4=3D=64=
:4==4=64;4A=701 4= 4==>27 3DA248=486=4B
"8P64B2782:B074A48=40=34A4T6;827:48C34B
,8BB4=BDP494=4<#460C8E4=0B 48=I864;8BB4=
30B87<6464=384B4BD1BC0=C;84;B4=1;841F0A
384D64= E>A87<ID E4AB27;84P.4#(32E>=87<
F8BB4HD F>;;4= 0<8C14A0D1C4AB8234==0;;4A
38=6B9434B8CC4;BDA7T74A4;8BB4=B2705C64
;0=64= 434%78;>B>?78=84=827C #460C8E4=7A4
AD=3;0641 47R;C=3/(.% 30BB4;14;B>D=<8CC4;
10A30B%>B8C8E4BTCC;8274AA48274=;; BC8A1C
ID;4CIC=D=E4A<483;8276748BC864BI47AD=68=4
B>;274F8BB4=B2705C;8274: 8B34AF07A470A0:
C43A4A02>18B274%78;>B>?784== B4;1B3C0BF0B
4A0D52%).%-;464 E>= >CC>34A6TCC;8278=64=
4AA4827AC3DI84B827D5B>F4=868B6464=384
U;;4 D=334='4827CD<4270A4;868TB4A4==C=8B>

3UA5C86=3B>0A< 30P<0= 30B!>B 34B<4=B27;82744=48BC4B
14:;064=<UPC4F4==4A=827C
<47A48=IDB474=E4A<T27C40B =34 34A02>18
B274=%78;>B>?78B4C84A:;RAD=630PB84=827CCDA
U14A>CCD=36TCC;827464 B>=34A0D27U14A30B
*=6TCC;82734< TCC;8274=C6464=BC474=827CB
%)'%.3,)#(=R<;827F8BB4=B2705C;827F84
02>18 4827=4C84827AU3DA274=7>74B(CA414=
=02734< 48BC864=F8A T==4=B064==02734<
O14AB8==;8270DB=DA547;C848=4#0CDA30B=>C
F4=3864464=64F827C4== 30B48BC8604==
F07A705CDA8< +4A7R;C=ID< *=648BC860D=3
3DA27014AF8=3D=34BB4;1464F>==4=F4A34=
,,%2 G:;DB8E464B4CB4;1BCI8474384 14BB4A4
(48C4E>A8B8=34A%78;>B>?78B4< A64= 02>18
70CC4E>=B48=4A78;>B>?78B274CA027CD6,4827
0=50=6384#0CDA0DB64B27;>BF4A84A=0<4=C
;827E>= 0=CB47AE4AB27843F0A 34A3DA270;;4
B48=(27A85C48=46A>P48414IDA#0CDA=348=4
A482744==C=834AB4;1446C4FR7A4=302>18
BC4C84E>=48=4<?0=8B274(27A42:4=E>A34A
#0CDA4A6A85B27842D=3B>F48CA4==C=8B>=87A
=07< 3DA270DBDA384(48C434A*=5A48748C4A*=
6TCC;827:D8C*=648BC86:48C7A14<4A:C4F>ID
E84;;48278=ID5R;;864ABC0=3148CAD30P4A=R<
;8278=34A%7HB8D=3%78;>B>?7844=4U1A864=B
E>AIU6;827"0== ID< !47A4A70CC34=%A>54BB>A
!4 (064 8= 4=5 34A4=CB278434=0AC4B80F0AD=3=>27=027
34A"8CC434B 07A7D=34A8C834<
(HBC4<34A4B20AC4BB27,84A14; R7=;8274CC><8
BC8B27 <4270=8B27048C0C8>=BB8HB34027C4
+84;;48278C27A84B827E>=384B4!47A4A02>18B
38>BH=:A0B784A384'0C4A84F844A<8AT5C4AB6C4
0;B;414=386827C8=<0;$%.+%ID :T==4= FR7A4=3
>4C74I 48=<0;RDP4A4CF8BB4827CF844A4B
0=50=64B=>;;C4384'0C4A84;B=827;414=380D 34=
:4= 84B4 864=CU<;827:48C84102>180D278=B?R
C4A407A4=F434A0=CB<4C0?7HB8B274=0=6B
6AU=334A#0CDA;47A427414=34BB4;14=A8C834A

*AC48;B:A05C=CBC845BC4AB 30BF4==4A30<8C
7RCC450=64:T==4= F844A30<8C4=34C4F07A
B2748=;8B748=46A0=I4=%78;>B>?78B4=0=34A4
'827CD=646414=7RCCF4=34AC4CF0B0A0=;B 0
2>18E>;;4=3B384#0CDCA;BF4B4=C;827;4B<4=C8=
384#0CDCAD564=><<4=B07301;8418 7<:48=40=34
A4,0554 U1A86;B384B4(BIBC4=%70=C748B<8=B
64<48=BCAD=36AT1BC(8==ID B274;C4D=30D5
943448B4 4BID E4A5>;64=84 %78;>B>?78B4&B827
014A=8270C;>P<8C34< T27BC4=016414=B84<DP
D< F8A:;827;;4B1450BB4=3B4B4=B270BDCB48=
30BT27BC4<8C34<)845BC46)1+,)#(E4A:=U?54=
,4A 384#0CDCA;B30BB27;427C7*=648BC86D4<
E>A0DB46F8A50C4A0D1B8327303DA27B74;1B3C4B(C>5
54B8=D=30DBF4;274< 4A30B48BC864=CF82:4;=
:T==C4 84 A05C34B3;4AB8< ;D6 14FR7AB8327=8270303DA27
30P4A+%).%-D6 =02734A)84544<?
58=34B>=34A=303DA2730P4A87=U14AF8=340087=
B4;1B0D<)33%B48=4A741D=6<027C 4A 0D<
34AB48=,DAI4;= C845=384A34B27;R60C== F>7;
=>277>554=34=1;UC4B27F4A,4?54; ID< 8<<4;
ID CA4814014A384430=:4= F4;274B8276;4827E>=
E>A=74A4B>=34A#0CDCA4==4B8=3F84FDAI4;;>B4
%5;0=I4=>34A7T27BC49B=4=0AC4=R34=ID E4A
6;48274=384IDA-48C34B(?RCB><<4AB=34AID5C
B27F8<<4=6;4827D=5R7834= 8<<4; ID 4AA48274=
D=33DA2787A486=4B4F827C384A34ID 14AU7A4=
8= B>;274;AC4A D=654A= (><<4EA>= 344=58=34C
B8270D275/19?',)#(=D=8= 02>18BU1A8646B48BC
A4820=3I84A;8270DB643AU2:C430=:4=
0B =34 34A02>18B274%78;>B>?78B4C;B>30B
0;;64<48=4#827CF8BB;4== 02>181470D?C430P
384%78;>B>?7834A0334B0BF0BE>=87A0< 485A86BC4=
14647AC8A3=R<;827D5B27;DP14A30B94=B48CB
34AA4=I4=34A64<48=4=A507AD=8464=34=827C
64FR7A4:T==4 B>8B4A784A8<8C34< '0C8>=0;8B
<DB5>,,)' 48=E4ABC0=343U14A48=BC8<<4=E2A
30A8E4AB27843430P4AF464=0;;4B34BB4=6!2 48
64=C;8274A7T27BC4A4A4834A%78;>B>?78B48=B>;;C4

;0D14= D=3,8BB4=8=30B,8BB4= 8=384%78;>B>
?784B4;1B4C4A;46FC8A3B>30PB>F>7;30B,8BB4=
0;B34A;0D14 14834?78;>B>?78B274=B>;;4=0;B>
48=?78;>B>?78B27,4BB4=0D534A48=4=D=348=?78
;>B>?78B274;0D14 0D534A0=34A(48C41470D?C4C
F8A3 <<4A :0== 384B014A=>270D5F484A;48AC64
B27474=4=CF434A> 30P ;0D14 D=3,8BB4=30148
0;B%).)' F4=86BC4=8270C;BB827F834ABCA48C4=3
>34A30PB84;B48=0=344A=C6464=64B4CID=64A;0D14
F4A34= 0B ;4CIC4BB34A0;; 14802>1834A34<
,8BB4=IDB27A4813CP4BD=E4A<483;8D750C0;8B
<DBD=3 C748B<D5U7A434< ;0D14= 014A30P4A
0;;48=D 48=4<>CC5U7A434A+>AB47D=6A48748C
D=3,8;;4 B48,4== =D=014A148B>;274A=C6464=
B4CID=64A;0D14 D=330B,8BB4= 14834). 34A
%78;>B>?78;>B>?78;>B>?78B2748B>;;4=D=3
64F8P 02>18<027C4B48=4A7A4E>< #827CF8BB4=
D=64027CB4C7A4BC8<<C4=B?AD273>27!4#(
48=4?78;>B>?78B2747A40D564BC4D;C014= B><DPC4B>F>7;
34A;0D14 0;B30B,8BB4=?78;>B>
?78B274A:;RAFC4A34= 8= (HBC4<014A30B48=?78;>
B>?78B27,4BB4=D=348=4=$)%2%3/3!,4=C6464=
64B4CIC4B>27414=50;;B78;>B>?78B27,0D14=
1470D?C4C4UPC4D< 0D27=DA&/1-%,,14BC474D=
:T==4= 30B(HBC4<48=4B78;>B>?78B2734=7 ?78;>
B>?78B2746A8554=4=0;8B<DBB48="0= :T==C4
B8274B8=B>;274B(HBC4<4CF0D55>;64=34AC34=:4=
D5 34A48=4=(48C4FRA430BA0C8>=0,34A1;>PBD1
BC0=C84;B4B4=0;BE>;;4=346C43027CB>=R<;827
30P=D=384+4A=D=5CB27=34A)0C0;B!,,%2(48=4A
:4==C4 =R<;827;B0;;4B4=3;8274(48= 34==F4==
B84B827D=1438=6CB0;;4B(48=4A:4==CB4B><UPC4
B84B827D27;B >CC4A:4==4=D=3 >CCFRA4=827CB
0;B384+4A=D=5C;B 0;;4B4=3;8274(48= >34AD< 14
BC8<<C4DAB?A42740;B%A8=I8?;4B4=3;8274=
(48=BFUA34B0B,8BB4=414=30==B8274A:4==4=
F4==4BB827B=B48=4A48=4(D194:C8E84CRC==C
7RCCF4;274(D194:C8E80;B8=87A4ACD=4=3;827
30==E>=B4;1B4CB+4A7R;C=1BB48=4A14=B>D=

4=3;8274$194:C8E8C=BC827B27;TBB4A 18B3078=
E>=34A+4A=D=5DCAU2:64;46C46 34AB84DA A
:4==C=8B7A4B4;1BCB34A0;;64<48=4+D1BC0=64
5U7A7CRCCF4RA414=34A,46 34BE>;;4=34C4,8=B
B4=B30B,8BB4=FUA34014A%"%). 384B4<84; 8=
384B4#A>;;4=3D=6D27B827,2 1;>P44" BC0=4A
:4==4= D=3B>=>CF4=38B62 $%-%2(D1BC0=134AD=C4AF>A54=
8B<34A%'%. 30B4BB827;B30B1;>P
=827(484=34E4A7R1E>=2)#(D=C4AB27483=34B
14BC8<<40;B30B.)#(3",/: BD1BC0=C34A,BD1
94:C8(484=34B>=34A0;B30B8=A48=4A=4=3;8274A
$194:C8E8C8R=D=4=3;8274A48748E>=0;;4A(D1
94:C8E8C2R6)%.$%- 384B4;4CIC4=C FUA344B
B8273074AE84;<47A0;B30B .)#(3 0;;4B=R<;827
.)#(3 0D2730BF07A705K194:C8EB484=34A:4==4=
D=38=384B4#A=827CDB=68=4B4;1BC2 34B1,,%2
B484=344=14=94=4D=4=3;827>B8C8=34A>194:
C8E (484=3)4 >CCB4CI4=84B4A,4CIC4C 34B
>CCB4CI4=FBA344=14=30A0DE4AD74=30P4B0DB
B48=4AAU74A(4;1BC $194:C8E8(4,1BC
$194:CB488=384ET;;864(D194:C8E8CRAU2:64CA4
C4=FRA4384B4AC FRA4=>CF4=38B4;1B4C=BD1
94:C8E4AC E4A6;4827140AF034< :C 34A=3027C
384414=0D548=4B>;274+4;1BCE4A=827626=6=
U14AE>=48=4<T74A4=14AD76C464=30BF8AD=B=
30B+4A7R;C=34BET;;864(D194:C 3 7
=827C B4;1BC (4B4CI4=84B4A,48B3D194:C8EC4
:T==C430==F>7; 0D2734< ,8BB4=6464=U14A,AB48=
:C 34B,!4"%.2 >34AB4;1BCB;0D14=14I4827=4C
F4A34= D=3IF0A0DE5>;64=34<AD=3 0B ,8B
B4=E4AB827BA2734BU14AB27F4=6;827=34=
3DA27B48=(4;1BCE4A=827C01=4BB8473CBU14A
B27F4=6;827484=34=827C3>;0=6=>2748=4BCE>=
$194:C8E8C=BC<8BC3>;0=6=4BB827=827E4A=827C4C4B
E4A=827C34C7;B>=DA8< ,!4"%. 30P87<
$41#(384B(4;1BCE4A=827CD;46827B0?;B%A48B
B48=4AD5646414=(4;1BC7483CBO14AB27F4=6;8
274F4A34 ;4827F>7; 304BB827=DA0;BB4;1B$1
94:C8E4=B27CD27C;B(D194:C8E4BA=827C24C330

4BE84;<474AAB8C=34A(D194:C8E8ECR;C4=34C4)B
2%.8BCE>A74AB>;0=64B=>27>194:C8E848F=>;;C4
F0A4B30B%A>3DI84A4334#0CDAB>1;8414B64
A034,2 ,8BB4=BC474D=330B;4CIC46;4827I48C864
'4BD;C0FRA4 30BE>;;4=34CD=330B8< ;0D14=
B827B4;1BE4A=827C4=0314A414=30<8C30BF07A
7050%>B8C8DE4 TCC;827B4CI4=34,8BB4= D5
384B4AC0;B>FRA48==4A7034A%78;>B>?7B4;1BC
48=O14A60=6>=,8BB4=ID ;0D14= 02>18F0A
8=34BF48C4=C54AE>C=48=4A>;274=A:;RAD=60B
 =34 B48=4A78;>B>?78B4C8=4A48=48BB>=0=I384
3DA27=827C3DA2748=47T74A43440D564;TBCC
$7=4384FUA3448=4A:;RAD=6F84384414=0=64
34DC4CD4A8=48=4<(HBC4<34=:10AB48=30B0D27
384=CF>ACD5>;64=34>CF4=386827D53A8=64=34
 A064=4=C70;C4UPC4,4== 30BF0B8=B48=4A
=4A;827:480B48=4)22%. 8=B>54A0B=827C%)
%.$%8BC34==30B,8BB4=348BC464=30B(484=34
=>CF4=3860B=827BC4;1BC(484=34 F4==0;B>384
B4BF0B8=B48=4A=4A;827:480B48=4,8BB4=D=3
30B=827C(484=348BC8=B48=4<DP4AB827B48=BA
I4D6=8B4B>194:C8E(48=B8BCF>74A><<C 384B4%A8=I8384
"027C B827>194:C8E;B8484=ID
B4CI4=304B3>2730B=827B484=34=827CDAB48=
2/,, B>=34A0D27DAB?AU=6;827P8BC,>74A
B48=4G B8BC4=I 7 B48=0DP4A827 0DP4A%-$AC
(48= F> 4B4864=C;827B48=B>;;C4R<;8270DP4A34<
 ==4A=,4== 4B8=384B4AADP4A;827:480B4;C 4A
I4D64=34%A8=I8BCF848B4C8RDP4A;8276/1$%.
 4== RDP4A;8276/1$%.<DP4BB48=;48; 4B=827C
RDP4A;827B48=B>;; F8430B=34 I486CB>:>==C4B
0D27=827CDAB?AU=6;RDP4A;827%). *=3 F4==4B
34==DAB?AU=6;827B4A;827C34AF0A F84F0A4B
!,2 8==4A;8274B4CIC4== 384BDP903>270D274A
:;RAC4A34= DAI 94=4A:;RAD=6FRA4B4;1BCDA8=
48=4<(HBC4<T6;827 30BB27>48=64B27827C;8274B
FRA4>34A34< 64B27827C;827B4820==R74AC8=
B>;274B14A70C02>1848=5UA;;4<0; 5UAD=<T6;827
4A:;RAC4==F0B30B,8BB4=14CA85BC8<<C4A60=I

34< '0C8>=0;8B<D4 8,4== <0=)(- 0;B>48=(H
BC4<HDB27A481748;; B>:0== <0= B48=%78;>B>?784
=DA0;B48=401B>;D8D0;8BC8B02=B474=014A<0=
<DP78=IDB4CI4B84B4C8=ET;;86D=0D564;TBD14A
414=30AD<B4;1B=8274A:;RACDA0;8B<DBD5 34A
48=4=48C4BCA48748D5340=34A4#>CF4=386
:48C014A6)% 6%.. A48748BC30==0D27#>C
F4=386:48C34AF4==#>CF4=386:48C==0D27
A48748D4BC47C=F8414834DB0<<4=70=64=
$!1?"%1BB=027 87<=827=DA=827DB F8BB4=B>=34AB>60A
=827DB $%.+%. 02>184A:;RAC94=4=
464=B0C0;B48=4=B>D=E4ABT7=;8273 0F48=4
+4A48=86DB=6;1B=8274$%.+"!1B48
84 18;;86BC=4B827C384<0= =0273 4< 0;;4< E>=
02>18=>2750BB4T==C4FRA488487=0;B0D534A
A4=I4 IF484A48C4=BC474=D 14CA027C34=A
48=4=384E>A87<0;B48=4T34 D=4A@D82:;8272%
;06D=3384 4A0;B48=4B>;274F>7; 4<?50=334A0=34
A4=8=3844A=DA0;B8=48=64;>1C4B=3 0DBF48C4A
4A=478=48=B037>278BDF8B274=87<D=334< 8B
A04;8C8B274B=4CI6414A34AB48=>;: 3DA2784
,UBC45U7ACS4%11/:% *=C4AB27848P">B4 IF0A
B4;1B=8278C=30B4;>1C4!0=3 :><<4= B>;;C4014A
3>27 30PB48=>;: 78=48=:><<4=D=38=87<48=BC
F>7=4=F4A34<8C4F8P7480D=37T27BC4DAE4A
B827E>A0DBB07 2>184014A=827=DAB4;1B=827C
78=48=:0<B>=34A9D271470D?C4C4B48D=<T6
;827 30P9448=0=34A47 8=48=:><<4 0A=027<UB
B4=F8A87=0;B48=4=414=3864=834AB?AD2764=
48=45AU74A48CD=30;BD=5A48F8;;86%A>?74C4=
48=4A4BB4A47A4D=30=4A:4==4=0;B48=4=
4. 5A48F8;;86F448;4A384B448C384=027B48=4'A8
=D=6=84><<4= +/..3% 0D27=827E>A0DBB064=
6/,,3% 0;B48=4=%A>?74C4=4AF48;4AB8464=B48
=4=,8;;4= E>A0DBB06C84=34A(474A 8;40< 34A
64:><<4= F0A BA04D 5;D274=D=34BB46=4=
<DPC4B ')"3 48=B>;;274BBBB4=30B02>18=8274CA:4=
=4=F>;;C4D=330B8=34B4BE>=48=4(48C448=A0C8>
=0;8BC8B2B7B4E>=34A0=34A=34= ;0D14=0D27<0

C4A84B;48=4=464=BCR=34=027 8=B827B27;84PC
48=;8BB4=30B A48748BC=3+>AB47D=6;B 12!#(%
34A4;C 30B A48748BC=3<4=B27;8274);,%.2 8=38
E83D4;;4+AC30D4=A0273 4<)>34 D=3F0B34A;0D
14B>=B4C4A;0=6F8A:;8271 46A4858B0B943>27 34=
;0D14= =8271C,>P8=$)%2%(8==.)#(3 !422#(,)%:3
B>=34A=30B87=0D275>A<4;;F4B4=C;82=B827
B4;1B7C0C
27F8;;784A=DAE>A0;;4< 0=34=0;;64<48=4=D=3
14BCR=386(4A=027641A0D427 78==4A=027F4;274<
;0D14=34< ,8BB4=8278B27;427C78=38=9434<
(8== B>=34A=DA34< 4.-)33%,"!1%,8BB4=34<
(270D4=4=C6464=64B4F8AC3F84B27>=0DB34<
48=I864(?AD274A74;;4=UA34(4;86B8=3384=827C
B474=D=33>276;0D14=4< -)33%,"!1%.34< =DA
3DA27=4A<8CC;D<=T6;8274=;8BB4=8B0C;B>34A
;0D14 3DA270D=B274C=C6464B>=34A=4B4=C;827
-)3 384B4<E4A1D=34B>30P F> <8CC4;10A;4BB4=
8BC=>CF4=386D27;0D14=8BD=3 ;0D14=414=
E>AIU6;827 <8CC4;10A;4BB4=B827486C=314
AU7A(;0D14=748P8< 64<48=4=414= 30B94=864
<8C-DE4AB827-0A T6;82770;C4=F0BD=<8CC4;10A
D=<T6;827F0B=DAE4A<T648=4A>;64 D=3+4A:4C
CD=E>=*<BCR=34D=3 0=3;D=64=:DAI F0B=DA3DA27=47A
>34AF4=864A07;A4827=4A<8CC;D=64=
<T6;8278BC=B>54A:0== <0= B064=64B2784?,%2
8< ;0D14= 4A U=BC;4A34A34="0A<>A E>A=B827
70C0DB34< 48=D=BCF4A74AE>A6474=>;;2)%(3
384B4=D=BCF4A=827C7RC4A943>27=8278C34=
;0D14= 3 7 384-DE4AB8270CP30BF0B4A94CIC
.)#(3 B8478DA2B48=4=<U7D=6 3DA248=4>;64
E>= 0=3;D=64=384=4A<8C34< "0A<>A E>A=8<<C
B827C1F4A34=T==4 B>FUA34=4A=843840=3 0=
;464= ;0D14 B4CK8<<4A48=84;E>A0DB=38BF4
B4=C;8274*%$%)D= 30B4CF0B4BC8<<C4BAA48
274=F8;; >;D<1DB',!4"3%0=384G8BC4=48=4BD
B48=4A8D=14:0==C4=4;CC48;B=3BC4D4A0C486
=027,4BC4= T==C4=F8AB064=>;D<1DB70140=
384B4;=4;CC48;%',!4"3 F4==4A384B?0=8B274

UBC4=845%1,!22%7RCC4;0D14 8B3074A=827C F>
=827C D6;4827/,,%. D=3 4. 8BC6;0D14=D=330148
B827=827C 4F464=8B;834AB?AD27844B,834A
B?AD27BC F4==<0= E>A6810C=30B-84;ID ',!4"%.
D=3B827=827C 46C4BID 4AA48274B= F0A0;B>48=
,834AB?AD27F4== 02>18B82748=4B;0D14=BAU7<
C4D=330148384R=34 8=34=(27>P;46C44A F07A4
;0D14 7RCC4827844A303DA274FR7A4=<UBB4=30P
:48=4 =BCA4=6D=66B274DFCUA34D< 94=4+4A<8CC
;D=64=D 4=C342:4=3DA27F4;27430B6/1!. 34A
;0D14 6;0D1C0D2734A+4A=D=5C=334ABCA4=6BC4=
,8BB4=B27048=;4D27C46=3<027CFDA34 BC34A;0D14 48=
=>CF4=3864=6A4384=94341D548=84;
64A827C4)C4=B B>8B4CA0D2748=F4B4=C;827;4B
<4=C34AF07A4=%78;>B>?78;4%,8BB4=B2705=CC
BC47=CDA8< ;0D14= F4A3844ABC4R=CI434BD:;83
B>414=64;4A=7CCFUA3488477T27BC44=8BCD=634=A
4><4CA84827=CDAUAD=<T6;8277C;C4=4AFUA34
B84=8274C8=<0;E4ABC4743=84B4;143=844A30==
60=I;48271C46A4857=4=4A3DA27;;4+4A<8CC;D=64=
78=3DA2764606=8=C;4 ,8BB4=B2705C=3B>8=B
14B>=34A=84%78;>B>?78B27;84F3C= ;0D14=0;B
48=414=8=)(1 B8274FR7A4=34B>AC30D4A0=3B>
8<<0=4=C4,A8B4 D=3F4B4=C;8277B82784 0;B>
F4;274,8BB4=D=3 ;0D14= CA4==4904=C6464=B4C
I4= 647TA4=D 34A;48347A4DCIDC1D664<48=07;
A48274;0BB4E>="4=B274= 384B4;1B=C827F8BB4=
F0BB84F>;;4= 30B)A0DA86BF04B8A64=348=48C
+4A=D=5C4601C4;4B4= 14646=4=0== =CF434A
=R<;8273=4:=B827B>;274;RD1864D=C4;0D14=
+%).(270D4=B><UBB4=B84=8274C30B,8BB4=U14A
70D?CD=330<8CD2730B<8CC4;10A3B4= E4AF4A
54=B>=34A=DA< B><47A384B4B=4A:4==4=>34A
B84E4ABC474=C4;0D14=48=D=E4A<8CC4;C4=B
=4= 48=F07A4B270D4=B><UBB4=B84B827=827C
+4A=D=5C6;RD1=464=4=B>=34A34=4=B8276;4827
BC4;;4384B827=UAD=<8CC4;10C14648BC4DAB44
14= D=33074A0D27=8274%78;>B>?74=>=34A=
(%/2/0(%. B827=4==4= = 14ID60D5384%78;>B>?74=4B

#827CF8BB4=4B
:4==4=B827F0A384)74>B>?74=414=B>F84384B4
0;B=8276)22%.2#(!&3,)#8BB4=3430AD<014A48
=4BF46BF8494=40;BU14A0;;8270)22%.$% B>=34A=
E84;<47A;B8=7>74< A034 90F8A<UBB4=B064=0;B
E>AID6BF48=B4A8< 7T27BC40=P4 ,8BB4=34(>
0A<D=38=70;CB;4=84147A434B#827CF8BB4=B27
I486CB>A4827D=38=70;CBE4;AB2748=0C464=34A
)74>B>?78B<DB4;274A60=I8< (270D4=>34A8=34A
D=<8CC4;10A46=07AD=ID B48=B827AU7<0=3F84
3DA274=4%19?#+4.'0;;4 8=64 ID 2%(%.F84B84
8= >C0B8=38=87A4<F07A4=DAB?AU=6;827=4A7R;C
=8B
84B4 >A< 34B<?8A8B<DB470D?C4;B>=827C
48=1;>P4BU1A864=B27CBBB?A4274=374B27BC4=B
?>;4<8B273 7 =460C8B827RDP4A=344BU7; =827C
48=D=<8CC4;10A4A8=D=5CF8BB4B3>27=827C0<
,8BB4=B8276BC0;C0== B>=34AB=84B27A48B827
48=D=<8CC4;10A4(2%. 34A6TCC;8274=CDA=3
34A6TCC;8274=CBC47D=6A8=64 ID)74>B>?78B
<DB8BC;B>48=4F48C4=C4A01C48;B=A94=864=
%78;>B>?78=4;274B827D5D=<8CC4;10A41%A
507AD=D 6AU=34E>A681C48; 384B4(270D4=
B827=827C8CC48;4RPD=3074A4CF0B4748<=8B
E>;;4B"HBC8B274B>8B8=B>54=4A)74>B>?78B
<DB48=4ACE>="HBC8I8B<DB 681C=R<;827
48=41;>P?A0:C8B27>34A(D194:C8E4HBC8I8B<DB 60A48=4=
=B?AD27D58BB4=B2705C27C B
6810014A0D27 48=4>194:C8E4HBC8I8B<DB4A
=B?AD27D5$194:C8EA:4==C=8B027C 84B4A8BC
34A)74>B>?78B<DB4AB?4:D;0C8E=4AC74>A4C8
B274A4HBC8I8B<DB4BC=3>16;4827A4F8BB4=B2705C
;8274=A0C8>=0;4/1- B827146414=3=827CB34BC>
F4=864A0D548=4=B?4:D;0C8E=470;C.2014#(
<027C
,84 ;RP4B827=D=94=4B=<8CC4;10(2740D4=34B
TCC;8274=827C=DAB>=34AB=4;1B3C4B4A60=6B34A
(27T?5D=6>34A4864=C;827A<0=0C8>=34B,4A
34=B34A8=64 0DB>CC30B34A)74>B>?71470D?C4C

4CF0A427C54AC86=4)%B827DAU2:AD54F0B
1484;464=7483C4A#0CDA?78;>B>?7D84B?A>274=
F>A34=B>8B30B8<"4=B274=B827B4;1BC4FDPC4
D=3ID B8274:><<4=4 384B48B30B3DA2738 4
60=I4#0CDA8=3DA276460=64=30B6;4827B0C;;4B
64CA064C;;4B4A507A7C30B0DB34A
(4;1BC =C5A4<3D=6434A8=2)#(8=B48=4B4= -D
AU2:641A027C4B014A34ADAU2:641A027C4
50=6B>8B30B,4B4= 34B'4=B274=6)%$%$12 F0B
8< =50=6 34A(27T?5D=6F0A 4B8B=8827C47A34<
AB270554=B>=34A4B8BF8434A34A4%,,%34A
(27T?5D=6;4827 30B<4=B27;8274FDPCB488=BC
0;B>8=34<4B30B 8=348B0D6;4827D27F8434A34A
=50=6 34A(27T?5D=6)(- 0;B><UPC384860=I4 4
F46D=6E>= =50=6 18BD =34 3DA27B827B486=4BFRA4
48=641>A4;84BB4=B2705C4827B0E>=#0CDA
B27>=3DA27B48%)'%.%24A34= 30BD=8E4AB;8;B
B4=34 14A B>&).$%4BB827=0=8270D=3F4==48=4
B>;2748BB4=B2706D27BD1BC0=G=8427< ,4B4=
34B'4=B274=643027C8A3B>8BB84F4=86BC4=B
=8270=34%,8=87< B>=34AE4A3D=:4D=38=384
3)%&23%C4=C80,B4ABC4=:84B:0== B827=D=94=4
)74>A8430P30B8<"4=B274=B8274FDPC43DA27
38460=I4(27T?5D=678=3DA276460=64=0;BA827C86
E>A0DB64B43CA0DAB.;RA43=0P30B,4B4= 34B
"4=B274==8270=34< $AC641;8414=8=34=4B
3DA2738 4DAB?AU=6;8(2774T?5D=664B4CFCA 30P
34A'4=B27B48=D=8E4AB4;34A4=CA0(4C4;;D=6
6464=3848=64 F8434AE4A;>A4B4;1BCF8434AD<
8=6 64F>A348=8BC8=34<4A8=B48=4A48748C>=
0;;4= 8=64=D=3U14A)(.%. 0;B%A8=I8?;B&D4;;4
B827B474=8=384B4A64<48=748C8270D 1;4814=
FDPC4B>=34AB=827;B48=44B>=34A74BC;;C4
=02748=4<%)'.%.(48=E4A;0=6C4=3B>34= 8=64=
',%)#(FDA3490ID<)48;4.3%1B84D BC4740<
0DB34A4=CA0;0=B270DB=34A4ADAB?AU=6;827
F0A'%2%3FDA34D=334< ?4A8?74A8B2,8=B4=
0=748<584F;> 3848=64 =827CDA6464=48=0=34A
B>=34A0D276464=87=B4;1BCRDP4A4827CDAB827

B4;1BC=C4A).!.$%1B>=34A0D27(. 0DBB27;84
P4=34B8=38=4B>;2740C0BCA>?74B<4=B27;8
274=,4B4=B8BC=C4A84B4A94=4A>A< 8=0;;4='4;868>=4=8=
34A27A8BC;827C4A< #0<4= 48=4B
!,,2 0=64=><<4= 4=4B-4=CA0;F8BB4=BC;B>34A
"4=B27E4A;DBC4860=64=84B64BC4B4;1B34A
)74>B>?7D 14A B06C0= 384B40C0BCA>?74
0D270=64=><<4=:>==C4B>273844"23!.9 34B
<4=B27;8274,8BB4=B8270D57TA4BD1BC0=C84;;
>34A<0C4A84;;>278<<4A30B0;;4B,8BB4=34D B48=
B847TAC=48270D530BID B48=8=F4;274<384!3%
1)%0;;4B,8BB4=B4=C70;C4=DA30B0:CD40;;4B,8B
B4=34F4;274B94C0C1;>P34B,8BB4=B4684A864B
0;B+4ABC0=3DP43A4< "4=B274=8BC=0AB84=827C
<47A 4A "4=B27 8BC,B>=827C47A0=34< $AC0=
34=4A 3DA2738 4(27T?5D=6B4;1BC64B4CF0A
3DA2748=450;B274BC0B8BB4A0DP43A4< -4=CAD<
64B4CI8=34< 4A34A,8BB4=340;;4A8=64 F0A (>;;
C4A=D=827C3DA2748=4D<64:47AC4BC0B8BB827
F8434A3078=E4AB4CI8=34="8CC4;?D=3C4A8=64
D=330<8C8=384>CC748B4;1BC4AIU2:F4A34=T=
=4= (> <UPC43A)74>B>?78B<DB8274A:;RA4=
D5 384A064U14A384'T6;827:48C0DP4A>A34=C;8
274ADBCR=34B<4=B27;82744B4=B:T==4=F8A
=D=784A=8274C8=6474=%BH27>;>68C14A%2%394B
<UPC45UA48=I4;=44=B274=384'T6;827:48C48=4A
B>;274=8434AE4AB4CIB=60BDAB?AU=6;8274
,4B4= 8=30B-4=CAD<48=4AC4864AD=6A==4A
;827:48C8BD< +4AB8=:48=384>CC748BC646414=
F4A34=B>FRA4384B4DBC0=3DA34< ID E4A6;48274E>=34<
34A?>BC4; >A B06C
30P8=87<384(?A0274D=3384A:4==C=8BBD57TA4
=R<;8274144=384<8CC43A4(?A0274B827DB48=0=
34AB4CI4=34B:DAB8E4C*=C4AB27483DE46A1D=
34=4A:4==C=8BB= B>;274=ADBC0=3UA340==
014A0D270;;4"8CC48;DE6= A:4==C=8BB=<T6;827
<0274= F0B48=2/,#(%1=CIU2:C4A4;1BC4A=R7<4
FRA4=F844B34A?>BC4; >A E>=B827
B06C11(<3!1(<-!3! =8270DBIDB?A4274;=34C4

4A=4A0=6%. B>;;C4A3>27384B4A:4==C=8EBCC48
;4= *=BCA48C38270=3843840DP4A84B4<DBC0=3
B8=3 5UA84A0;B>414=30AD<01B>;DC=E4ABCR=3;8
274,>AC4B?AR27(48='434= FRA4F8494=4BARCB4;
705C<48CD=64='434= F>E>=34A?>BC4B?A827C
34AU1A864=B >A B4;1BC827A:;RAC27
F8;;8=34A4<48=34 ;84148U=5>AC4A434=<8C<48
=4< (8== 3 7 1483 4< 827B4;1B4C8=4B8==4B<8A14
FDPC18= 0D530P827 0D27 0=34AD=C4AF48C;B
I47=C0DB4;=3AC4<8CD=64= F> 0;B>34A464=
B0CI486C30P<8CD=64=A434=B>E848BC0;B5UA
0=34AD=E4ABCR=3;4274=*=E4ABCR=3;8=7>74<
A034B8=3D=6A>P4=C4C8;27384434= 34AC74>
A4C8B274=BC8:4A84A4864=C;827)74>B>?74=D=3
F8AB474=B84=8278C=34AB4;864'D74 8=34AF8A384
4864=C;827AIU2:C4D=B34=:4=<UPC4=B>=34A8=
48=4<64F0;C8648=64= 8=48=4<6A>P4=0<?5
B8271<U74=387A4NDP4AD=68=3B>D=5A48F8;;864A30PF8A
B840;B8=48=4< 1/9%: 14
6A8554=:4=<UBB4;RA4=B84F8A:;8278< -4=CA>
B><UPC4B84E4ABCD<<40=14A B84F>;;4=3>27
ID6;4827A434=B8270DBB?A4274=35UA8)%B827
0DBB?A4274=40DP4A84< -4=CA>B8=384A8=34A
,834AB?AD274)74>B>?78B<D4== 94=4B%A8=
I8? 8=34< B827F0A34A8=3AD2:014A=DA34AE4A
F8B27C4=3AD2:30B70>B 0;;4A5AU74A'4=<4=C4
=DA0;B45U7;58=34E4== 384B4BUAB8270;B><8C
-DAU2:BC>PD3=4B5A4844=48BC4B4A87<8<94CI864=
-DBC0=3;B'>34A0C>A0;B =C18=341A4864641483BC
F8A:4=F8;; B>:0== 4B=DA0;B48=487A4B4;1B=3827C
<R27C864=40CDA4AAB2748=44=A 8=38E83D4;48BC8=
34< 4B0D5B>;274;48B4 F8A:4=3F8A3E4A;840;24B
"0P D=38B=8827'48BC4B48=4A30=:4= B>=34A=
8<E4A641;8274=64= 30BF0B4A0DBIDB?A4274=
:48=4'8CC47,0C34==>270DBIDB?A4278B=CA>7=4
0;;4(8274A748=C34 0:>1 T7<4 B4;1BE>=B48=4<
48BCB06CMF0B4ACA8530BCA8545C943>27>7=4
34BB464F8HD B48=>7=44B54BE>A8827?8=BC4;;4=
D=38< +4ABC0=6;B8=48=4<(?8464;8=34A45;4

G8>=14B270D4D :T==4= 0=BC0C4A34B464=
BC0=34D=3U14A87<ID B48=F8A334A)74>B>?7
E84;<47B41BD< 464=BC0=3=BC0D4A:;RA4=
F8A34AB4;1BD< %7R=><4=30BA:;RAD=64A;0=6C
27B?A427E4>=34=4=384F07A705DAB?AU=6;B27
3DA248=4F07A705C364=CU<;827:487A#0CDA74>B>?74=
B8=3=827E>=B>;274=384=DA0;B8AA4=
34'8CC4A4827B06D5F8BB4=B2705C;8274C4D4A
0DB6474=34A34=)74>B>?78B<DB54:C84A4=
B827304B=B474=C8454A=B8270 6414=D=3F48;B84
30<8C327=4;;4A=3;4827C4A<8CA43;8274A8BB4=
B2705C;827A14A8CD5B474=4AA464E :T==4=<48
=4= 4A)74>B>?78B<DBCA48C4C6464=3844
BC8<<D=64B94CI8644=14=B 34A)74>B>?714A0D1C
B827B4;1B34B7T27BC4=>AC483B6464=FRAC864=
-DBC0=34B4B38BC8=:C8E4=C4AB2748340;4B
0DB48=0=34A;464E=30DB48=0=34A70;C4A34=
:4==4=B30B0;;4A38=6B27480=14A60=6BC014AB>
F8430B60=I46464=FRAC8461=4= O14A60=6BC*=
B4A4BC8<<D=6BE=8270<(270D4=ID ;414=B>=
34A=8< ;0D14= 3 7 8<E4A<8CC4;8B4=*=B4A
,8BB4=8BCCU2:F4A:3 7 4B<DPBCU2:F48BD:
I4BB8E=027 1BCD5D=64D=3 1C48;D=644AI4D6C
F4A34=,4A 30B,>7;CRC8634ADB48=0=34AB4CID=6
B48=4A30=:4= 48=4BD:I4BB8E4AI4D6D=6E>=
,8BB4=D=3 A:4==C=8B4645U7;7C34AF8A3B>ID
B064=D< :48=4=%A48B4=41B>==4=4??4;748C
0D56414=< (270D4=0=D=35UB8278C48=+4A
BC0=3= 34ARDP4A,4;C B8474C8=9434A47A>34A
F4=8648A0BB4;14D=33>27:0== 4B=8279434ADB
B?A4274=8= 9434B8=6 3DA27;RD5C ID B48=4A
+>;;4=3D=6D 64;0=64=64F8BB'4<4=C4 48=4
'4874 0D548=0=34A5>;64%34A4BB4> 9434A>;64=348=34=
E>A74A6474=348=6A485A8=64BID
B48=4A>;;:><<4=748C384B4=4A;0D58=34A%5;0=I4
I B8473A4A0D4AB>6DCF8434A4;47AC4D=3
:4==C87=3>27=8274C864=C;82748;4A384'><4=C4
=8270DB48=0=34A70;C4=64B>=34A=8278=87A4A
=C6464=B4CID=6BB?A4274== 14=B> +>..3%

34A"4=B27 0D27 94=4+ CA0=BI4=34=0 4A>I4F3DA27
34=0;;4B64F>A34 8BC8=B827 34;1B4C A507A4=8434A
)74>B>?7 B827 34BAU7<C B>FUA34 84B B>27=8270D
F8A:;8274 ABB4=B2705C 7A4=4== 0;;4BA507A4=
U7;4= (270D4=8B5 UA B827 BCD<1D=31430A48=4B
E4A<8CC4;=3A60=BD< 0DB64B?A>27 74=F4A34=
547;C384B4B4< (270D4=34=>34A BCTF4C4B01B827C
;827E>=B827D< D=<8CC4;10DB4< (270D4=ID
A434=B>8B4CAF8464B064C8=B<8C34< 464=BC0=3
D=35UA434=A8CC4+CF0B414=B*=E4ABCR=3;8274B
6)%34A464=BC0=B4;1BC;4B F0B8=94=4<%A8=
I8? 30BF8A3844864=C;8274 423!.9 34A(44;4=4==4=
:T==4= ?>C4=C4<C70;C4BC<DP4ABIDAF8A:;8
274=45;4G8>=8< +4ABC0=>34A8< 48BC641A027C
F4A34=D< IDA7T27BC4@ABC4;;D=D 64;0=64=
84A6470;B>384A4=I4 IF8B274=74>B>?784D=3
%78;>B>?78 B4;27434A8BB4=B2705B414=34
:4DB27D 14F07A4=BD274=8A3>7=4B823DA2784
B2748=10AU4;4 34B(C>558=34=C74>B>?78B274=
BC4<4E4A;48C4D=0BB4=4== 5A48;827C4AB27483 4C
B827 94=45AU74A%78;>B>?784B#827CF8BB4E=34A
)74>B>?7840D?CBR27;827A27A01B>;DC4
(D1BC0=I;>B86:48C14834=>A<4=7014=B827
6;4827B08=384F48%A8=I8?64C48;CDB34A4=
-DB0<<4=F8A:D=0;;48=F8A:;8274BB4=B2705EC
BC47E 02>18B78;>B>?784B4=4B%A8=I8E>=
34< F8AB064=T==4= 4BB4830BBD1BC0=C;3(;
6)22%.$%014A414=30AD<027,8BB4=14684A864
7D=6A8634A+4ABC0=302>18B45U7;8B4864=C;827
=DA34AD=64A=027,8BB4= 4A +4ABC0=30B?>B8
C8E%A8=I834B,8BB4=B8B8=384B4A78;>B>?784
48=4ACE>= 0;1F8;;4 34A=8278384A05C70C30B
1;>P445U7; E>=34< 4A64CA8418=0;B45U7;
0D5ID7414=8430B45U7;34BD=64ABB827D5741C
3DA27=I8474=>34ADB827=47<43=4A#07AD=60
2>186A4853=4(D1BC0=I8270= 4ABCTB84B>60A
E>=B827D=3;RPC3074AD27384#0CD60=I!4:%1
B827B48=%78;>B>?784=8=464=B0C6464=0;;4
#0CDA?78;>B>?784)74>B>?7014A8=34< +4A

;827BC(8== B27>=48=4"HBC8:4A4==4=(>;274=
!4DC4=FRA4 0D27>70==4B'U;;4A48="HBC8:4A
14A 384BBC8="8P1A0D2748=4A;;4BIDB0<<4=
F4A54=34F=434A46A8554>27,>AC4D=C4AB274834=
34=-48C 84 50;B274=F4=3D=634A>AC4 <H
BC8B27HBC8I8B<DB0C014A87A4=AD=38=48=4<
=>270;;64<48=4A48=PE4ABC03384B4AAC4 8=34<
<0= =R<;827 34AB4;14=827 14384=D< 48=464F8BB4
-!3%1)%,,%B270554=74B=!47A4=>34A470D?
CD=640=ID34DC4=4A :DAI4 46A855>=<HBC8B27
34=B827E84;464<0270701 4=8B3384B4A;;4BF0B
U14A<48=8=38E83D4;;4BA485D=6BE4A<T684=0DB
647CF4A34827<HBC8B27==4= 64B4CB4;1B4CB
FRA448=(0CI 34A3DA27A48=8BB4=B2705CB=274
E>;;:><<4= <4C7>38B27=4CF82:;D=664F>==4=
FRA434==4BB>;;48=<0;=827CB14A4.2%146A48
5D=6BE4A<T684=0DB6474=>27B>;;94<0=34A
A4827D7014=1470D?C4F=0BF8A48=5UA;;4<0;0;B
=827D 4AA4827 4A:;RA7D014= 84B4AD=BC6A855
6464=48=4470D?CD=6384E>A;;4< 64?AU5=4A34=
B>;;C4DA27 48=1;>P4B>AC48=%AR9DB31146AU=
34= 8B5A48;824827C4;BF8BB4=B2705C;82744ABD
27D=6 / -823)+/. 748P0C;4BF0BE4A1>A646=4
748<8BC"0C4A841;4CA0276B4C14A0;;4BE4A1>A640;;4B<HBC8B27
D=338494=864F=4;274B8270< <48
BC4F=8BB4<8C34< 14;841C4;>AC M =B==4A34A
#0CDA2AA8=648=4AB27055=4ABCL4A:;RA490414=
30<8C384#0CDA4;1B5UA<HBC8B27 34A)0C 30B
E>AID6BF48B4HBC8B27846A0384#0CDA=38=
34A#0CDAF8434A30B0< <48BC4"0C4A84;;4D=3F0B
E84;;4827 7C=448=340;;4A'HBC85UA30B0< F4=86
BC4"=HBC8B274;0;C4+ 87A45U7;5UA6DC4BBB4=
D=3)A8=:4= 384(8==;827:48C14A70DDC3384
,8A:D=6BF48B34A(8==4 384BBB3>27F>7; E>=
0;;4< F0B8=34A#0CDA>A:><<C30B;;4AE4A1>A
64=BC4(>;274,>AC4U1A864=BCF4;274=<0= ID<
E>A0D64F8BB46A8554=3 470D?CD=640DBID
B27;84P4=34AD< +4ABCD<<4E 1A8=64B=D27C
B8=30=I FUA3864=4A)"%1!,ID B48=B827AU7<4=

34= F07A705C14A8< 7T27BC4A03 8;;814A0;448C
8=F4;274A384448BC4B14B27AR=:C3848827C86:48C
D=3384>554=10A=F8BB4=7483C44=:5A48748CA
B827146473AC384B84=DA0;;48=34A8=B827C0=334<
4=84E4AB06C
0B ,>ACM<HBC8B27C3=34A8C4A0CD=AR27BC
8<<4A=DA48=4&/1-%,,%=C4AB27483D1464827=4C
,>;;C4 <0= 384B4=46A856D530B'0C4A84;;4DB347
=4= B><UPC4 34A0C8>=0;8B<B48=47T27
BC4>194:C8E4=BC0;'HBC8I8B<B4=0==C4A34=
34==14834BC8<<43A'0C4A84=4< =70;C=027
U14A481=48344==4==DA384BD1BC0=C84F;46D=6 4==>27 8BC
34A"HBC8I8B<B>=9474A
14BC8<<C>A34=0;B48=464=B0C34B0C8>=0;8B
<DB "HBC8:4ABC;B>=84<0=3DA2$!2 6!2 4A14
70D?C4B>=34A3DA2784AC 6)%4A4B1470D?C4C
"HBC8I8B<B4U2:CDA34= 464=B0C6464=5>A<4;;
6)22%.2#(!&3,)#(A%4==C=8BB %).% 470D?CD=6
8BC;>P34B=70;CB464= B484A0D27U1A8641B
B270554=844AF>;;4 -823)2#(ID =4==4=B4;1BC
30===8270C4== B84D5R;;83884B4<=70;C=027<8C
34A470D?CD=8A64=348="4HBC8:4AB14A48=BC8<
<4= B>;;C44== F4==<0= 0;;4B30B=8270C470D?C4=
B>;;C4F0B8A64=348=<0;27 48="HBC8:41470D?C4C
70CB>3UA5<0= 0< =34 60A=8270C470D?C4=
"HBC8I8B<B== =DA94=448BC4B14B27055467 48C
=0==C4A34=F4;274!,,%F8BB4=B2705C;8274U=
3D=6>34ADB48=0=34AB4CIE4AB27<R384 0;;4B
F07A48BB4==DAE>=48=4<B>64=0==C84==4A4=
0D27=8270C;;64<48=;4D27C4=34B>=34A8< =38E8
3DD<%).'%2#(,/22%.%827C0DB48=4D=<8CC4;10
A4=$554=10AD=0DB1;>P4A4:BC0C8B27=4AD8C8>34A
0DB1;>P4< 45U7;74A;48C48;; F8434== F4==
<0= B827U14A34= DB3AD2E4ABC47C 0D27384
02>18B2745U7;B?78;>B>?78=4BC8B827=0==C4A
34=:0== D=3>5664=D6B>64=0==C>A34=8BC=DA
30P4B87A6R=I;827=34< BD1BC0=C84;;70;C34B
4864=C;827 B?4:D;0C4HBC8I8B<B27;C84B4;14
,07A748C0== 0;B>14834< 48=4=<HBC8B827=384148334< 0=34A=

F8BB4=B2705C;827=3D<64:47AC
4== 14834< 34AB84DB348=4A;>PBD194:C8E4=
<?58=3D=6>34A0DB348=4A=641;8274$554=10AD=6
0DBB?A827384<HBC8B2748334< 34AB84DB34=
)8454=34A,8BB4=B2705C;827=3D<64:47AC4=3B84074A0D27
0;;48=F07A705C%123%(8B84=F8BB4=B2705C;827
0B F07A44==I48274=34B'HBC8I8B<D8B84A
!: 6464=:;0A4 8=B827C6464=+4ABC0=34A8=
D=B4A4A8C48=B>4AFU=B27C4B4A64F8274AC70;
C4= 6464=,8BB4=B2705C4A70D?C =D=014A
=827C,>P"HBC8:4A8>=34A60AE84;4E>=34=4=
F4;274?"%1D=3%'%. "HBC8I8B<D8B27A4844=14=
B>B47A,8A64=348=BC8:4A%).$%34A,8BB4=
B2705C;83=3B><DPC40= 4864=C;827)?2%,"23HBC8
:4A=4==4=F4==<0= =827E>AIT64B845UA84F07
A4=D=34864=C;8274=B:DA0=C4D=4A:;RA4=
J

) ! # " #'

! "

,4A D=B4A64AB27827C;827=C=F82:;D=618B784A
74A645>;68BC>==C4482748344<4A:D=6<0274=
30P384B84< >ACB27A48=C4=AD=3<47A0D5$%43
2#(%%78;>B>?78427DB0<<4=I>6 ,4== 4A=D=
54A=40DB384B4=>ACAR6484AC34DCB274%78;>B>
?784D=3D< F0B4B34A%78;>B>?78=44DCB27;0=3
ID CD=8BC4==4=64;4A=70CD=348=4=;82: F4A54=
F8;;0D534=-DBC0=34A%78;>B>?78=84< U1A864=
DA>?0B>F8A34A=8270D<78=:T==4=ID DAC48;4=
%78;>B>?78=884B4<8==4G8BC84A8= %432#(
,!.$ 014A=8276C=34A;4;C 84B8BC014A1434=:;8
274A0;B<0= 0D534=4ABC4;82: 6;0D14=<T27C4
4== F4==F8A94=4(8===8275UA48=41;>PID5R;
;864=B>=34A=4B4=C;8274C;C4<UBB4=B>FRA4
<0= 30==64=TC86C48C4D B064=4B6414U14A
70D?CDA48=4%78;>B>?78=44DCB27;0=014A=827C

8=34AU1A8644;C B 8BC;B>F>7; 34A'U74 F4AC
0< =34 384B4ACF82:;D=6384A0640D5IDF4A54=
>1D=38=F8454A8384B4554A4=IF8B274=34= 4DC
B274=D=334=0=34A44DA>?R8B2#4C8>=4=8A:
;8274G8BC84DA48=384B4<0;; F84B844D 146A4854=
D=3ID 4A:;RA4B48 0 =D=014A34A*=C4AB27843
B4;1B6DA=8270IID;4D6=4B2748=3D4B>554=108BC30P
FR7A4=3844DCB274=>278<<4A48=6A>
P4B=C4A4B34B4<UCBD=3 48BC45UA%78;>B>?784
0=34=)06 ;464= 3840=34A4DA>?R8B274;=4A
=6;R=34AD=3 A0=I>B4=8=B14B>=344A4=6A>P4
1=486D=6464=(?4:D;0C8>I4864=D=334= 4CA841
F8BB4=B2705C;8274A>B>?78B4864A0D<4,48C
60=I0D5646414F014=B>B2748=DC=R27B1C>PE>=
34A*AB0274384B4B=C4AB27843834434 B48=D
:T==4= 0 <T27C4B34==014AB27F4A848=48=4;;
64<48=46U;C864CF>AC3 7 48=4B>;274D 58=34=
3843434A4DCB2741=B>F>7;0;B34AA0=I>B4D=3
D<64:47AC34A=6;R=34A1=B>F>7;0;B34A4DC
B2740=ID4A:4==464=486KRA4 4== F84B8273A
A0=I>B4D=B4A4>A=486D=DA(?4:D;0C8>D=3%78
;>B>?784A:;RACT==4=F8AD=BD=645R73A=:4=
F4==F8A4B0D27=8271UPC4=D=3F844B34A=6
;R=34A0=B474=UA34F4==34A4DCB27B48=4=>A
ID68= =B47D=634A%78;>B>?78B4B34AC8454A4=
<UCBD=348BC4B0=;0B48=4#0C8>4A:;RA4=>;;
C4:T==4=F8AD=BD27F>7; E>ABC4;;4=;C4 34A
4DCB2744CF0384>AIU64B48=4(?A027464;C4=3
<0274= E>=34A1481=8I64DAC48;82(?4:D;0C8>B48
874A48=641>A4B><UPC4903 0BE>=34< =6;8B274=
F4=86BC448B=864A<0P4D27 64;C4=34A=6;R=34A
FUA344=C646=464A038=34= DB3AU2:43=34A
AD=3146A8558=34=,DAI4;= 48=4(?A0274D
BD274B8=3B48B48=(?A0274ATPC4=C34;B4DCB27E4AF0=3C
0DP4A340=14AFUA348=46AT
P4A)8454A=;064 B>F>7;0;B34A?78;>B>?78B274=
4B270554=748(?A0274F>7; 48=4*=C4AB27843
34B1&/,'2 4A:;RA4=8270=14AF>E>=4864=C;8274
'434 8BC30P A0=I>B4=D=3 =6;R=34A%78;>B>?784

8=34DCB2748==60A=8270=4A:4==4=
74A;84P4B82F84;;48248=64B27827C;82A74R
AD=67TA4=38430B5>AC30D4A3=38<<4AF8434A
4AA46C=C4A4B34A4DCB2740=%78;>B>?78B4=
34< ;0D14=BIF84B?0E>=34A>4G8BC46I4827
14A427C864,8A8>=B14:4==C=8B34DCB27;0=3
74A;48C4=3F4A34A=DA48=4=;82: 0D534= 0=6
34A%78;>B>?78B44DCB27;0=F34A54F8;; F8A3
=8276=34< F8A:;827A4;868TBA=BC3=34A4=C7D
B80BC8B27AC34;1B<8C34A384%78;>B>?78B4<
)48; 8= 4DCB27;0=34CA8414=A34=48=43UA5=8B
4A1;82:4=94=)0C34A<0=I8?0C8>=0=34A14:0==C
;8270;;434DCB274=F;:4A>7=4 D5=07<4 <47A>34A
F4=864AC48;64=><<4=6;4827B0=D E4ABT7=40=3
384RDP4A;8274A;>A4=8=7486==4A;827=30D534<
4;34 34A,8BB4=B2705=8434A74AIDBC48;84=B464
B27827C;8278=F48BD=5UA340=0=;;4A38=6BA:;R
A4=F84D=3F>3DA28= 4DCB27;0=30B=C4A4B34
34A%78;>B>?78B4<4AA464A70;C4D=3 B>>5C4B
48=B27;D<<4A=>;;C4BC4E=8434A74AE>A64AD543=
4AF42:C>A34=8BC14A 4B8B90=8270;>PE>=
48=4<'47A >34A,4=864A 4B8BE>=48=4< 464=B0C8=34A(0274
B4;1B3834434 34==3840=
34A=E4AF4A548270=14A70DD=C38=9434<(8==4
384%78;>B>?7884 A0=I>B4=F0A4=4B90 384434<
E>A8640=7A7D=34A0=4AB3CB 7A4=?AR38:84B?78
;>B>?78B274=AC48;C4=3%78;>B>?78B4A8= A0=:
A4827;0=6464=D630B 4;364B27A484A1434DC4=3BC4=
(27A85CBC4;=4B4;1B(C00CB<R==40;B>=827C
%78;>B>?7814A70DD=C4AF4A538=40=34A=B>=34A=
=DA%78;>B>?7884434DCB2748== *=B BC47=C=0;
;4A38=6BA48D 4AF834A=0B2)%5UA%78;>B>?784
70;C4=B484B60A=8270=3=DA6)1 F8BB4=F0B%78
;>B>?7884148 14A C48;BB30<8C3>E84;)#(3 64B06C
0;B0D534=4ABC4;=82: B2748=84==0D27148D=BBC
B27>=<0=274< 64B06F>A34=30P F0B4A5UA%78;>
B>?7864414 =8270=84=8640;B30BB4838444DCB274=
;0BB44B0=34AAC86:480=C4A48=0=3424754;4=
C48;B2748=4B3>270;;4A+4A=D=3=C64646=60=I4=

B>=B4E>AIU6;827A601C4#0C8>=448=4=5R786:48C
5UA%78;>B>?784DB27A48148=4A:;RAD=6384
D< B>B>=34A10A+AA40;BB84>270D59434=0;;
=DA48=4C4<?>ARB448=T==C434==34< +>;: 30B
48=4=4B20AC44B=4"0;41A0=274D=3%0B207;4A
E>A641A027CC 4<UCB D=3 48BC4B0=;0164A%78
;>B>?784T;;8601IDB?A4274=027C4<0= 3>27F>7;
E>AB827B4;1B=8274427C54AC8=64=B>B474=F8A
D=B3>270< =34 64=TC86F4=86BC45=BA>',)#(
ID 70;C4=30P94=4A=C54A=D=E6>=34A%78;>B>?784DCB274=
(8== 384F8A14834=0=34A*T;:4A=
F07A=47<4=4CF0B07A4BD=3827C864DB6AD=34
;8464÷T==C4*=3 B>5U7AD=B384*=<T6;827:48C
0D5384IF48C4A06448=40=34AHD;R=6;8274CF>AC
ID 58=340;B384==07<4 30P3840=34A8=87A4A
18B74A864=486D=6464=%78;>B>?784DC
B274=(8==3>270D270D564F8BB,48B4A4276C4701C
7014=.T==4= 384B4BU7AD=B34==0D53844ABC4
A064IDAU2:F>A8=4864=C;827A*=C4AB2784=3384
B4A4I847D=614BC47D=330384B4=DA8=34AAC
34A%78;>B>?7,8464÷0== F4;274 13E>=%78;>B>
?7844BB48384=0=34A*T;:4A=0;;48÷DB06D=3
F84384E>=D=BE>AID6BF48B464=0==CACB827D
94=4E4A70;C4
84AU14A430A5B014A48=4B0=64=#02734=
:4=B 4=40=34A=R<;8271470D?C4%78;>B>?7848
48=4A507AD=6BF8BB4=BD7=3C;;4=B84=DA0;B
B>;27434A4DCB27C14A1470D?C48B94CIF4=86
BC4=%78;>B>?7848=4A48=4A=D=5CF8BB4=
B27050D=3F8;;B8414=50;;BDA0;BB>;274+4ABC47C
<0= =D=D=C4A?8A8B<DB84470D?CD=630P4B
:48=0=34A4BBB4=64140;B0DBA507AD=64<
=027 30P0D27=DAA507AD=6B<RP864BDPE4A
34=:T==4 B>8B6,4827F>7;94=02734<<0= <8C
34< ,>AC4A507AD=6B<R48=40=34A4(8==E4A
18=3400D2734A(8==94=4A470D?CD=48=E4AB2784
34=4A,0B <0= 64FT7=;827D=3ID=R27BC=C4A507
AD=6E4ABC4B6C3844F8P748C384F8A3DA2784
(8==4E>=RDP4A48=64=D=334A4=4B270554=748C

4A70;C4#R27BC34B?A827<C= 0D27E>=48=4A
507AD=3<4B8==4A48=DB3843DA27(4;1BC14>1027
CD=63DA274>1027CD=<34A+>A6R=6D=3+4AR=34
AD=648<4864=4==4A=64F>==4=F8A3 ;481C<0=
=D=30148BC474D=334=:CB827D=C4A507AD=6B<R
P864<=DAF0BD=<8CC4;1406=BC0=34BRDP4A4=
D=38==4A48==BF4A34=0== B>8B384RDP4A4=
=4=4A507AD=6=34=4<?8A8B27#40CDAF8BB4=B2705
C4=8= 4B27;0664=><<4= 5UA84%78;>B>?7184
14=0;B>=DA384A507AD=64=4B8==4A48==BU1A86
84 %78;>B>?784A34=4<=0271;>P8=48=4A=0;H
B47T27BC4HD6;48274=4A><18=0C8>=4A8==4A4=
AB2748=D=6D=334A+>A6R=64=4B4FDPCB48=B
:DAI8=34< 14BC474F=0BF8A48=46DC4E>;;BCR=
38644<?8A8B27%4BH27>;>684==4= 0B 8BCD=
0D27B>I84<;8273844+>ABC4;;D=384B8273844A0=I>
B4=E>=%78;>B>?7<804274= D=3384B4>ABC4;;D=6
8BD;;4A38=6=B2734= 46A8554<8CF4;274=6)1
I 18B94CK384%78;>B>?78=64B474=48=4844<
;8276A48=65U68;64= <0= 014A1434=:C30PE84;4
D=C4A=B8=334=4=8276DA48=7T74A4A6A855
34A%78;>B>?7184F>7=C>=34A384601=I30BB4;14
1470D?C43=0P384%78;>B>?781A384)0CB0274=
34B4FDPCB48=37 0;B>U14A34=*<:A48B48=4%BH27>;>6834A
BD194:C8E=4C7A>?>;>684< 0;;
64<48=4=8277C8=0DB647:4==4 B>B847<D= =827C
4864=C;827A8=34A6A>P4=C4AB27844=86BC4=B
48=4B=B47=;8276448;B34BB4=F0BB827= 4DCB27
;0=3%78;>B>?784==CD=334BB4=F0B8= A0=:
A4828>64=0==C8A314BC474B>;;
0 B>6A>P44A47AD=F8A34< #0<4= 0=CB
B27D;38B68=3B>;8466>270<)064 30P F4==F8A
1;>P0D530B%24,3!B474=8274C8=;4D27C=48;;
D< F84E84;14BB4A94=884A0=B4834A1480=C
0;B34A=>275AU74148>2:4 D=3>=38;;02BC474=
1;481C4== !>2:4 70C48=4=4ABD27714A34=
<4=B27;8274=4ABC0=3=C48=4A8C834AA48=4=
+4A=D=5C4B27A8414384E84;<4C7>38B27484A014A
0D27D< 48=6D)48; =8271C;>PB27F4A5R;;8634A=

34A=8=34A0D?CB027Z4=E4ABCR=3;82744A 14
70D?C43CDP=827€DA0;;4<4=B27;8274=>ABC4;;D=
64= B>=34A0D27;;4D=B4A46A8554B4;1B3384F8B
B4=B2705C;82=84=70DB64=><<4=<8CC4;1EA=34A
A507AD=6164;48C48=30=C6810=BF0A64
F8BB4E>=34AA507AD=D=017R=6864A8554D
30B84014A3>27=DA48=4A=F4=3D=60D5464=BCR=
3434AA507AD=5R78B8=3B>F4A34=F8A3DA27384
=827D=017R=6864A=34AA507AD=630B4BD;C0C
8B5UA=B30BB4;14=4==34=14B>=34A;46 8=B
O14AB8==;8274= 0=C8=B48=4'AA0;?78;>B>?784
645D=347=0C:T==C4B827D564F8BB4AC0D2734A<?8A8B<DB
=>2764 50;;4;0BB4=4== 6;4827F84
0=C30BD=1438=6C184C4=(4CC4=64B4=C=B
6;4827B0=D< -4D64=34AG8BC4=+CC4B027CB>
;RPCB0D27?>2:4 =8276B0A0=547;4= UA6B2705C4=
384B4A8BC4=H=D=B4A4<4FDPCB48=D5IDI4864=
14A IF8B274=14834=3BB4A6A>P4=C4AB27843P
6;4827F>7;0=C8=34AC74>A4C8B2778;>B>?784
>CCD< 464=BC0=48=4A4A=D=5C8304027C 84B
8BC14A414=30B01/3=.02%4$/234A=4D4A4%78;>
B>?784B8B=8274C8=IDB474F84 F4==4B:48=4
0D27=>27B>D=1434DC4=%4ABT=;8276481C384
=8270DP434A+4A=D=5C27<47AD=3744;;4A4BD
87A4A:4==C=8B>A34AC8464A0348477T27BCD4=3
E>;;:><<4=BC4%4ABT=;8274827D=B3DA270D=B27C
0=34AB;B<8CC4;BC=4A48=4=4A=D=5C8314364
14=B>;;C4DA27 0=CF0A0;B>34A0C8>=0;8B<D=B
34A%78;>B>?784>:;0<84AE>A74F0A<0= 30AU14A
14B>=34A8B =B47D=634A344 >CC4B>27=827B>
8<:;0A4= 0=CF47AC4F0AD=3E4A1>C;4=C74>A4
C8B2744=1A0D27384B4344 0;;48=4A70CC4DC47
A4=F4== >CC48=4%1.4.&3 3448BC>+!.. B827
384+4A=D=5<827€47<4=;0BB4=384B4440D27.,2
2/,#(%ID E4AF8A:;8274=0CUA;827= 384B=8270=
34AB;B414=50;;B=48=4<1;>P4=+4A=D=5CBHB64<
B27474=D=3384B=827CB=34A4B0C384B?RC4A4
%78;>B>?784C4A=><<4=4A <?8A8B<DB=34<4A
0D530B0B48=>CC4BC4€BAF840D5384G8BC4=48=4A=34A4=

%4ABT=;827:4B<?8A8B274=A507
AD=6B<RP86(2=A4="4A:<0;4= DPBC0?5=34A
4==I48274=B27;84P1246AU=34C3DA274=4B>7;
CRC8(1%)=A7R;C=8B>CC30B34A0C8>=0;8B<DB
0D5741D=3F84<0= 64BC474=DP 30P=>2774DC
IDC064F4== F848=34=B?RC4A=48C43=34B6A84278
B274=D=3AT<8B274=4A50;;B=DAF8B274=C>8I8B
<DBD=3?8:DA48B<D3B4A064FRA430B4?8:DA4
8B274HBC4<64A034DA230BF0B8=87<30B1
BDA34274=3CDB>64=0==C;8=0<4=0C><>AD<
3DA230B4B34=-D50;;64F8BB4A<0P4;B7T27BC4B
%A8=I8=5U7A=4 B064827 30B4?8:DA48B(74
BC4<CA>C34AE84;<47A464=384B4*=64A48<C748C
0D2774DC4>270;B48=4D5;D27C4AA48748C>=
9434<5A484D=35A48748C;8414=48B<4E>A34<
BC>8B274=6A855D=30D564BD2=4A34=<UPC4B>
F4==F8A=DA384,07; 7RCC4=8B274=34< <?8A8B
<DBD=334A0;;4B=8434A3AU2:4=34==>CF4=386
:48C48=4BD5BT27BC464CA8414=4C=8>=0;8B<DB
FUA3448=5A4844BC=BC0=347<4=:T==4= B827
5UA34= <?8A8B<DBD 4=CB274834=
4A <?8A8B<DBRP0;B>B4;1B4C=47T74A44
CA027CD=6BH4D3B34A3BE>=48=4<7T74A4C0=3
?D=:CD 50BB40;BE>=F4;274<87=34A74A:T<<;8
274>34A=F4=86BC4B4B80=C64FT7=;8274=46A855
50PG34A=R<;827;;4B=C4;;8681944=B48G=B27CDA
34A+4ABC0=34B146AB5534AD=AB?AU=6;B27ID4AB0=B48CB
0;;4AA507AD=E64AF48B0C74A384
94CK64FT7=;8274A:;RAD=634A<?8A8B<DB4D6=4
0;;4BO14A=0CUA;8274A34< 8B<8278> 4A <?8
A8B<DB48;4A384BBC;4D6=480AD<=827E>CF4=
38630BO14A=0CUA;8274=8<<C4A384A427C;8274=
D=3B8CC;8274B=4CI4B>F8434= =70;C34A4;868>=
0;B4CF0B;>P-D5R;;8640= =R<;8278=34< (8==
30P4A0;;4B0D51;>P4 45U7;4A43DI84A8B4B4;1BC
=DA30BAI4D6=8B4AAI847D=6D=3 4F>7=748C
FRA4=F844B0;;4A38=60E83 D<4 64C0=34AU1A8
64=B30BB4;184=14ID60D5384ACE>=#>CF4=386
:48C<8C34AF8A*AB0274D=3,8A:D=6 8= 430=:4=

E4A:=U?541=470D?C4CB46816B4;1B4C=4=7T74A4=
D=3=8434A4A46A855B4B<?8A8B<DB4== F4==
30BT27BC4F>ID 64F8P=0270;;64<48=40A14A48=
BC8<<D=B4;1B3C4A18B94CIC=34AB4=:4=34= 384
%78;>B>?784;40=64=0== 414=384B4B48=FUA34
384,4;C 0;B5A484AE>A641A027D=4BAB270554=4B
ID 146A4854B>FRA4384<=027%78;>B>?784=B4
7D=634A0D?CB0273B84B44AA4827:0== >34AB84
FUA3464A038=34<B84B87AT27BC4B4;4AA4827AC
507AD=6BF8BB4=B2705C;=827B064=3<5>A<4;
;4= 014A3>278<<0C4A84;;(8== =R<;82730P87A
T27BC4B4;1B4C=B48=4#0CD=A027 A507AD=6B<R
P864BRA4 ,4== 30741A18B94CI94=4=A0C8>=0;4
464=B0C8= =B47D=634A%78;>B>?784A:;8271 4
BC47B>I486C384B4A84B?0;0D=R27B=DA30P38494=864
%78;>B>?784=34AB8273841'4=B27748C
B4;1B0D 4A:4==4=E4A<T27C384F07A705C;64
<48=4%78;>B>?784=B94CI=>27=8270G8BC84=4C
F07A705C;64<48=4%78;>B>?784= D=<T6;8273 0B
864=CD<48=4A8=I4;=4#0C8>B48=D=3B>;0=6A
64=348=%78;>B>?7=8270 14A384 A4=I4= 48=4B
48=I4;=4=>;:4B78=0DB6473CA50= <8CDE4AB827C
0==47<4=30PB84>27=8276384F07A4B48F4==
E84;;4827D27D534< ,46 30ID
B 8B5A48;8427=4;R6;8274%DB8;;0=8<8C=3C
4=64 4B27AR=:C74B4C==384%78;>B>?784 8=
A0=:A4827E>=34< 60=I4=F48C4D=36A>P4=4827
34AA507AD=6827C5BJA8278= =B?AD27=8<<C0;B
30BB27<0;4D=34=64 4184C;48=;82742BH27>;>
68B2764=0==C4A>1027CD=64D=3 =0;HB4= =
A0=:A4825B4;1B3C3384 48=748<8B2%78;>B>?784
>34AF84B84=4D4A38=64B0==E>A34= 34>;>684
>7=40;;44864=C;8274CD=6<47A7T5;8276743D;34C
D=31470=34;0;B0=4A:0==C4== 4B48=8649U=64
A4="R==4A=8= A0=:A4826B4;D=648BC48=4=64F8B
B4==C7DB80B<5DBA%78;>B>?78B44AA464B>F0A
4B(!4032;#(,)#(=DA8=F8454A8=384RDP4A'4A0;
0=CB34A;4827CB8==8A4E>;8C8:7C4#0C8>4=C64
64=B4CIC4=30=87A384'8CC4;48=4E>A4A8>C0;8

B274=464=4A0C88=7A4B>;:4B 645D=34HD 7014=
6;0D1C4=84 F07A4=45TA34A4A4A%78;>B>?78=4
A0=:A4827=3 =6;0=3 B8=87A6A>P4#0CDA5>AB27=42<0=
:0== 4B34= =6;R=34A8=B>
54A=>7; ID6DC70;C4=F4==%78;>B>?78=4887=4=
E>AID6BF48B4=50B0DBB27;84P;%27HB81434DC4C
+>AID6BF48B4=B48C4=4A#0CDAF8BB4=B2705C
B2748=434DCB2744=8= A0=:A4827=60=6ID 58=
34= ,4A I <0=274=4D4A*4C4ABD27D=64=A
A0=I>B4=U14A=0C><84=34B478A=;84B6C8A3<8C
+4AFD=34AD46=4=4D4(?A027448=4=4D4AC34B
DB3AD2:B384<0= 8= 4DCB27;0=3>27E>ADAI4<
<8C34< 48F>AC?>4C8B27B278<?546;0D1C448=4
=4D43DA270D34DCB274550BBD=6B58=34=B4;1BC
DE84A486C=B48=4=4D4BC(27A85C4U14A4>;>
684D=3#0CDA64B27827A4>AF4;C30P6464=U14A
E>=384B46A>P4=AB2748=D=624DCB2744=U14A
384#0CDA64B27827A434D=3B4;1B64DCB274A
DB3AD26A>P4=8=5;DF0D537=64F>==4=7014=
*=3 414=B=T27C434== F840DB48=8641D B27;84
P4= 34DCB27,84BB4=B2705E>AIU6;827D27E>=34A
(48C434B4B27827C;8274=334A;C4A
CD<B >AB27D=64=A0=:A4827=3 =6;0=3 8=
60=658=34=4A:47A64A034IE4A:47A4RA4B
0;B>94=40=34A#0C8>=4E>=34A47A434B<?8
A8B<DB384B84<8CB>6A>P4<0=34AF48C864=<AC48;
E4A5>;64HDAU2:AD54>;;4= 5UA384FRA4384B=34A
)0C48=4AU2:6R=6864=F46D=6 B 8B=8270=
87=4=4B8B0=D=B4DCB274=384B4834AG8BC4=I
34A#0CDA?78;>B>?7D384ACA0DA86C=A=0C84B4=48=34AD5C
B27F414=349434AD=3;0641=C
147A4=34'4C0?7HB8U14A384B84<8C427CB827
;DBC860274= D=348=4D=5AD27C10A48=34%BH
27>;>6874A0DB64CA48=43=4B8B0=D=BB0648327
30B(HBC4<30B=8AID 4A6A4854=3ID 4AA48274=5
54=3UA5494=4B>B8C8(HBC4<34BB4%A8=I8214=
F464=384B4B48=401B>;DC%>B8C8BB4;1B8327C
<47A0?A8>AB>=34A=DA0?>BC4A84A8==10B48=
:0== 18BD 34< %D=:0DBID18;34F=> 4B<8C

94=4< 8=6;48274<+4A7R;C=4AF48C4AD=364;RD
C4AC4=<?8A8B<DBDB0<<4=5;84P4=8A3
J

$* #

"43 ?06
J
0B >;64=348B4C8=4< A;0=64A0=DB:A8?E><
07A 4=C=><<4=
J
=IH:;>?R384IF48C4DB6014(4ABCD4B
6014(
J
=IH:;>?R3834A?78;>B>?78B278B4=B2705C4=
K 4ABCD4B6014
J
-48CB27A5UB?4:D;0C8Y7HB8: 3 45C
J
O14A34=F07A4=46A855A4#0CDA?78;>B>?784
-48CB27AUB?42%7HB 3 45C 84B4
170=3;D=6<T27C4F>7; 0D2748364=30P34A+4A
50BB4AB%64:32%)B48=4'AC7>34B>F84B8<
4ABC4=46A855A4B4CIC4E< >AC60=6A4814=34=
,834AB?AD27BCC40B<0= 87<64A=40164B?A>274=
7RCC4
J
,48; 384=34=C8CRCB?78;>B827<34< A48=4=
,0B 34A8=64 14B27R5C867=4B82U14A384F8A:
;8274G8BC4=IDBIDB?A427=DA8=384B4<(8==4:>==C4B84B827
!"2/,43/. $%!,)2-42=4==4=ID<
*=C4AB2784=3=34< 1;>PA4;0C8E34A384G8BC4=I
34ADP4=38=64;4D6=4C34==384B4;47R;8<<4A
=>2748=44I847D=6IDAG8BC4=I84 +4A=D=5CF8B
B4=B2705BC1B>;DC4A40;8B<DB=F8454B84
A064=0273 4AG8BC4=6IA=8270D5=8<<C
J
=IH:;>?R384K 4ABCD4B6014K IF48C4
DB6014

J
(
J
(
J
=IH:;>?R384K 4ABC4DB6014K IF48C4
DB6014
J
K
J
(DB6014E>=
J
= 34A4ABC4DB6014 34A1>68: E>= (
784P4B M(>F8A3DD27 34A48BC0< =34 34A=C
F82:;D=634BA48=4,8BB4=B827<8CA48748C=CRD
P4A=D=3B828=3844BC0;C8=4B.-)33%,"!1%.4
FDPCB480=B 4FDPCB488=4B48=B30B87<0;B
48==34A4B6464=U14ABC47C;0BB4= L